

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

**PARAEDUCATOR  
COLLECTIVE BARGAINING AGREEMENT  
February 28, 2023 - June 30, 2026**

**Ratification of Unit- amended \_\_\_\_\_  
Board Approved- amended \_\_\_\_\_**

*This Contract is negotiated by YOU through YOUR union,  
the Polk Education Association.*

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Join your union today! Scan the QR Code below or go to [www.polkea.org](http://www.polkea.org) and click “Join PEA.”



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## PREAMBLE

THIS CONTRACT, made and entered into by and between THE SCHOOL BOARD OF POLK COUNTY, FLORIDA, hereinafter referred to as the "BOARD" and the POLK EDUCATION ASSOCIATION, INC. (an affiliate of the Florida Education Association, the National Education Association, and the American Federation of Teachers), as representative of the Paraeducator personnel employed by the School Board of Polk County, Florida, and included in the bargaining unit certified by the Public Employees Relations Commission, hereinafter referred to as the "ASSOCIATION",

WITNESSETH:

WHEREAS, the Association recognized that the Board has responsibility and authority to manage and direct, in behalf of the public, all the operations and activities of the school district to the full extent authorized by law, including disciplinary action, subject to the provisions of this agreement in dealing with Paraeducator personnel, and WHEREAS, the Board and Association have agreed to negotiate in good faith with respect to the determination of all terms and conditions of employment, and now, having reached agreement on same, desire to execute this contract covering such agreement, and

WHEREAS, the parties, following extended deliberate negotiations, have reached certain understandings which they desire to confirm in the agreement,

In consideration of the following mutual covenants, it is hereby agreed as follows:

## ARTICLE I. RECOGNITION

The School Board of Polk County, Florida (hereinafter referred to as the Board) recognizes the Polk Education Association, Inc. (hereinafter referred to as the Association), affiliate of FEA, NEA, and AFT as the exclusive bargaining agent for all Paraeducators employees listed in Appendix B and employed by the Board as defined in the appropriate "Certification of Representatives" promulgated by the Florida Public Employees Relations-Commission and pursuant to and in accordance with all applicable provisions of Part 2, Chapter 447, Florida Statutes, and the Rules and Regulations of the Public Employees Relations Commission. Said employee organization is the exclusive collective bargaining representative of all such employees for the purposes of conference and negotiations with the above-named employer or its lawfully authorized representatives on questions of wages, hours, and conditions of employment.

## ARTICLE II. DEFINITIONS

**2.1 NEGOTIATIONS:** Negotiations shall mean that the parties shall meet at reasonable and mutually agreed upon times and places and in good faith discuss issues involving wages, hours, and working conditions in a sincere effort to reach agreement. Either party to this agreement may select for itself such negotiator or negotiators for the purposes of carrying on conferences and negotiations under the provision of Section §. [447.010, Florida Statutes](#).

**2.2 PROBATIONARY PARAEDUCATOR:** All newly hired Paraeducators will be on probation for a period of ninety (90) calendar days excluding holidays and summer break.

**2.3 PARAEDUCATORS:** A Paraeducator who has successfully completed a probationary period of ninety (90) calendar days. The term Paraeducators shall include all Paraeducators as defined in

Appendix B. Paraeducators will work a 186-day contract, 7½ hours per day and receive four (4) paid holidays unless otherwise specified.

**2.4 POLK EDUCATION ASSOCIATION (PEA):** Polk Education Association is the employee organization that has been designated as the exclusive bargaining agent for the Paraeducators, recognized by the School Board of Polk County, Florida.

**2.5 BOARD:** This term refers to the School Board of Polk County, Florida.

**2.6 SENIORITY:** The term seniority, unless otherwise described means any employee's length of continuous service with the Board since his/her last date of hire as a Paraeducator.

**2.7 EMERGENCY:** An unforeseen circumstance or a resulting state that calls for immediate action.

**2.8 REGULAR STRAIGHT TIME HOURLY RATE:** The "regular straight time hourly rate" means an employee's straight hourly base rate and applicable supplements and longevity if any.

**2.9 OVERTIME:** "Overtime" shall be defined as hours worked in excess of forty (40) hours during the basic work week.

**2.10 COMPENSATORY TIME:** Compensatory time earned in lieu of overtime pay is at the rate of one and one-half times per hour worked. All other compensatory time is earned as listed in the specific article. Compensatory time must be used at the worksite earned and in the school year it is earned. It cannot be carried over from year to year. Use of compensatory time must be approved by the administrator and used when it least impacts the students.

**2.11 ADJUDICATED YOUTH PROGRAMS:** Adjudicated Youth Assistant (AYA) Paraeducators work a 194-day contract, 8 hours per day, and receive four (4) paid holidays. The following sites are designated as Adjudicated Youth Programs: Bill Duncan Opportunity Center, Don E. Woods Opportunity Center, South County Center, Florida Sheriffs Youth Villa, Eckerd Connect Day Treatment Program, New Beginnings Youth Academy, New Horizon Learning Center, Polk Halfway House, and Polk Regional Juvenile Detention Center.

**2.12 CDAT:** Child Development Associate Teacher. Must have a current, valid Florida Department of Children and Families Child Care Staff Credential. CDATs work a 196-day contract, 8 (eight) hours per day and receive 4 (four) paid holidays, unless otherwise noted in Appendix C - Paraeducator Pay Grades.

### **2.13 SIGN LANGUAGE INTERPRETERS**

EIPA – Educational Interpreter Performance Assessment.

NAD-RID: National Interpreter Certification (NIC): National Association of the Deaf- Registry for Interpreters of the Deaf

**2.14 STUDENT SPECIFIC PARAEDUCATOR:** Districtwide employees, who serve a student(s) in various school settings in the District. When the assigned student is absent from the school, the principal will assign alternative regular paraeducator duties, which may include substituting as per Article 8.2-8.

**2.15 IMMEDIATE SUPERVISOR:** The administrator, normally the principal, is responsible for administrative tasks such as evaluation, discipline, defining duties, schedules, and answering job related questions including approving leave. An immediate supervisor may not be a member of any bargaining unit.

**2.16 OUTLIERS:** Employees who are earning more base salary than the amount of the base salary assigned to the step where the employee belongs. The District shall provide a list of all outliers to the Association annually including their name, SAP number, pay grade, step and/or years of experience as appropriate, and base salary. Employees transferring into the unit will be placed at the pay grade and experience level commensurate with the position and the employee's years of qualified experience. No new outliers will be created unless specifically agreed upon by the bargaining teams of both the District and the Association. Should such an agreement be made, a list of the affected employees shall be made including the name of the affected employee and their category prior to reaching tentative agreement.

## ARTICLE III. NEGOTIATIONS PROCEDURE

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#### **3.1 Annual Negotiations**

#### **3.2 Beginning Date for Negotiations**

#### **3.3 Power and Authority of Representatives**

#### **3.4 Mediation/Special Master Costs**

#### **3.5 Regular Meetings During Term of Contract**

#### **3.6 Amending This Contract**

**3.1 ANNUAL NEGOTIATIONS:** Negotiations will be conducted each year under the ground rules as mutually agreed upon prior to negotiations. Ground Rules (see [Appendix E - GROUND RULES](#)) used at the previous year's sessions will serve as the basis for discussing any changes before adopting ground rules for the current negotiating sessions. Such ground rules mutually agreed upon shall assist in the orderly process for negotiations.

**3.1-1 SALARIES FOR OUTLIERS:** A mechanism for the placement of employees deemed to be outliers will be discussed as a regular part of the collective bargaining process.

If the application of the increase leaves the employee at an amount less than their actual step, the employee is placed on the correct step and will no longer be considered an outlier. All identified outliers were reviewed, and the application of the increase individually agreed upon in writing.

**3.2 BEGINNING DATE:** Both parties agree that negotiations for a new contract shall commence no later than 30 days after ratification of the current collective bargaining agreement in a good faith effort to reach a contract. The Association agrees to give the Board notice of intent to negotiate a contract a minimum of sixty (60) calendar days prior to expiration of the contract in force at the time and also notify the Public Employees Relations Commission in writing of this intent.

**3.3 POWER AND AUTHORITY OF REPRESENTATIVES:** The parties mutually pledge that their representatives shall be vested with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations.

**3.4 MEDIATION/SPECIAL MASTER COSTS:** Any cost incurred through mediation or special master will be shared equally by the Board and the Association. The expense of consultants shall be borne by the party requesting them.

**3.5 REGULAR MEETINGS DURING TERM OF CONTRACT:** The Board and Association negotiating teams will meet together each month during the regular school year on a regularly set day and time for the purpose of reviewing the administration of this agreement and to resolve problems that arise there from.

These meetings are not intended to bypass the grievance procedure. Further each party shall submit to the other prior to the meeting an agenda covering what they wish to discuss.

**3.6 AMENDING THIS CONTRACT:** Any matter not specifically covered by this contract but of concern for one or both of the parties may be brought up for negotiations during the contract period if both parties agree that its consideration is necessary and desirable. When such a meeting results in a mutually acceptable amendment to this agreement, the amendment shall be subject to ratification by the Board and the Association, the same as is the agreement.

## ARTICLE IV. BOARD'S RIGHTS

**4.1** The Board has the right to determine the purpose of its constituent agencies, set standards of service to be offered to the public, and exercise control and discretion over its organization and operations.

**4.2** The Board may direct its employees, take disciplinary action for just cause, and relieve its employees from duty because of lack of work, or other legitimate reasons; provided, however, that the exercise of such rights shall not preclude employees or their Association from raising grievances should decisions on the above matters have the practical consequences of violating the terms and conditions of any collective bargaining agreement in force.

**4.3 Fitness for Duty:** The Superintendent or designee may require a physical and/or psychiatric examination by a physician and/or psychiatrist licensed in Florida when, in its judgment, such an examination is relevant to their work performance or employment status. The selection of the physician and/or psychiatrist shall be made by the employee involved from a current list of no fewer than three (3) practicing physicians and/or psychiatrists who are not employees of the Employee Health Clinic(s), named by the District and the District shall pay all costs incurred in the examination. Physical examination forms shall be available from the Human Resource Services Division.

### 4.3-1 Drug-Free Workplace:

The Board commits to creating and maintaining a drug-free workplace. The use of illegal drugs, abuse of prescription medication, or the abuse of alcohol shall not be tolerated in accordance with Drug-Free Workplace requirements.

Employees are subject to drug screening as a result of any workplace injury or report of being under the influence. Under these conditions, the employee shall be administered a urine test that will indicate the presence of illegal substances.

In the event an employee tests positive for a substance(s) that could have a prescription, the employee will then be asked to provide any current prescription(s) to the employer within 24 hours.

If the employee presents a prescription(s), then the employee shall also be remanded for a blood draw.

If the employee tests positive for a substance(s) and cannot provide or refuses to provide a prescription(s), then the employer may issue discipline up to, and including, termination.

If the blood draw results in a blood level at or above 5 nanograms, the employee shall be considered "under the influence" and subject to discipline up to and including termination, regardless of their prescription status. Refusal of either the urine or blood test constitutes an act of insubordination and willful neglect of duty.

If the employee tests positive on the initial urine screening but provides a current valid state of FL prescription from a licensed medical provider and has blood test results below the 5 nanogram threshold, they shall not be subject to discipline or corrective action.

## ARTICLE V. PARAEDUCATOR AND ASSOCIATION RIGHTS AND PRIVILEGES

*Executive Summary of TA: 5.5-1 Student Referrals- Paras and ESPs will be able write referrals for students.*

**5.28 On Boarding-** Requires in-person on-boarding of new hires where the District and the Association collaborate. **5.29 Staff will be anonymously surveyed during the 1<sup>st</sup> and 3<sup>rd</sup> quarters regarding their worksite supervisors, culture, climate, etc.**

**5.1** Employees shall have the right to self-organization for mutual protection, to form, join or assist the Association or to refrain from such activity, to bargain collectively through representatives of their own choosing.

**5.2** Employees shall not be subject to discriminatory treatment.

**5.3** Employees shall not be subject to retaliation as a result of exercising any rights under this agreement.

**5.4** The employee shall observe all rules to maintain student discipline and shall have the right to take whatever action he/she feels necessary to maintain student discipline within the bounds of federal law, state statutes, Board Policies and local school policies. The Board shall give support and/or assistance to an employee action in line of duty with respect to maintenance of control of discipline in the classroom or any other school activity.

**5.5** An employee may use such force as necessary in protection from attack or to prevent injury to students and/or school personnel.

**5.5-1 Student Referrals: Paraeducators will have access to write a paper referral in at least a triplicate to be submitted to Administration. Administration will report actions taken from the referral and a completed copy returned to the referring employee.**

**5.6 Non-Denial of Rights:** The Board agrees that nothing contained herein shall be construed to deny to any paraeducator all rights as guaranteed by the laws and Constitution of the State of Florida and the United States.

**5.6-1 Countywide Election Days:** To encourage all employees to participate in local, state, and national elections, the Board agrees that no events should be scheduled outside the regular employee duty day on all Countywide Election Days.

**5.7** Employees shall be able to report an illness with one (1) contact 24 hours per day whether through a phone call or through a computer to an automatic substitute placement system. This contact shall satisfy any requirements for scheduling a substitute, if required. In the instance of an employee who has been the subject of disciplinary action for absenteeism, a call to a school's administration can be required.

**5.8** The Association may use school buildings for special meetings with no rental charge. The Association must make arrangements with the principal/director with notification to the Board, show proof of liability insurance, and pay for custodial services.

**5.9** The Association shall have the right to use a bulletin board in each school. The decision as to which bulletin board to use will be made jointly by the principal/director and the building representative. The bulletin board shall be used for the purpose of posting materials related to the Association.

**5.10** The Association may use employee mailboxes to distribute information to employees in the unit at the worksite.

**5.11** Association staff representatives will make prior arrangements with the principal/director or designee, when planning to visit a school or worksite. The Association will provide the Director of Employee Relations the names, in writing, of the staff representatives who are authorized by the Association to participate in such visits. Immediately upon arrival at the worksite, the representative shall report to the administrative offices and check-in following school visitation procedures. Such visitation shall in no way disrupt or interfere with the educational procedures, programs, or work processes. If access to an employee is denied, upon request reasons for denial will be given in writing to the employee and the Association.

**5.12** The Association building representative shall be given an opportunity at the conclusion of each faculty meeting (before it is dismissed) to present brief (defined as up to three (3) minutes) reports and announcements.

**5.13** With prior notice to the principal/director, Association members of that school may hold meetings in their school building before or after regular duty hours or after student contact day. Assigned duties take priority over such meetings.

**5.14** Brief (defined as up to three (3) minutes) Association announcements may be made over the building communications system before or after the normal class schedule. The principal/director will receive prior notification.

**5.15 Public Records Request:** The District, through the designated contact shall provide, upon lawful request from the Association, information concerning school finance and budgeting and any additional information concerning the terms and articles of this contract. The Board agrees to make available to any employee or to the Association information available that is designated by statutes as public information.

**5.16** The Board agrees to publish agendas, minutes, and to furnish upon request all supporting documents of Board meetings.

**5.17** The Superintendent agrees to furnish to the Association all district memos sent to employees and memos concerning employee's conditions of work and/or employment.

**5.18 Payroll Deductions:** Upon appropriate written authorization from the employee and as long as the Association is the recognized bargaining agent, the Board shall deduct Association membership dues from the employee's salary. Such authorization may be revoked by the employee with a thirty (30) day written notice to the Association and the Board. The Association agrees to provide the Board with a list

of additions and deletions. The Board agrees to promptly disburse such dues collected at the end of each pay period.

**5.19** The Superintendent, upon request, shall provide the Association the following applicable information about employees: name, personnel number, worksite, department/division, position/job, hire date, subject area or grade level, certification, ethnic group, annual salary, PS group, salary level, or public record wage information, annual hours, cost center, birth date, telephone number(s), and home address.

**5.20** The Superintendent shall provide the Association with all reports stating racial, ethnic, and gender ratios of all staff members and student population in the District upon request.

**5.21** The rights granted to the Association in this agreement shall be granted to the Association exclusively as the sole and exclusive bargaining agent and shall not be granted to any other employee organization seeking to represent employees in the bargaining unit except through the procedure as provided by law and recognized by the Board.

**5.22** The Board agrees to grant Association leave to the president and a second officer of the Association during his/her their term of office.

**5.23** The Board agrees to provide the Association a box at the district office mailroom for the collection of informational materials from the Superintendent and his staff as well as Board members.

**5.24** The Board agrees to electronically provide the collective bargaining agreement for all employees and will electronically provide subsequent changes. The collective bargaining agreement will be posted on the PCSB website within 45 days of the Board's ratification.

**5.25** The Association building representative(s) shall be given the opportunity to meet monthly to address issues and concerns of staff with the principal at a mutually agreeable time.

**5.26 Neutrality:** The Polk County Public Schools hereinafter "the District" any members of management including but not limited to administrators, supervisors, agents, or other representatives) will remain neutral and will not oppose attempts by employees to organize or select a collective bargaining representative and will not take any action or make any statement that directly or indirectly states or implies any opposition by the Employer to the selection by the employees of a collective bargaining representative.

**5.27 Attendance Expectation:** Among the duties and responsibilities paraeducators are accountable to perform as follows:

1. Conform to Board rules and regulations.
2. Regular and prompt attendance is an essential job function for all employees. Employees who are absent from duty must be on a contractually recognized leave.

**5.28 On-Boarding: The District will work collaboratively with the Association to create a schedule for onboarding and/or orientation that would require new hires to attend an in-person breakout session to be delivered in conjunction with PCPS staff and the Association regarding contract terms, rights, evaluation, and grievances.**

**This training must be completed within seventy-five (75) calendar days exclusive of holidays and summer breaks or be in jeopardy of disciplinary action up to and including termination.**

**5.29 Supervisor Feedback**

**Each member of the bargaining unit shall have the opportunity to provide anonymous feedback regarding worksite operations, policies, and administrative practices during the first and third quarters of each school year through a District-administered electronic survey.**

**The development, content, format, administration, timing, methodology, data ownership, data storage, analysis, and use of all surveys shall be solely determined by the district, with results shared within a collaborative, solution-driven conversation between association representatives and the Head of Schools when documented situations occur.**

**In developing any District-administered employee feedback survey, the District may include, but is not limited to, the following content domains: Worksite Climate and Culture; Student Safety and Supervision; Instructional Support and Resources; Communication and Operational Clarity; Professional Conduct and Accountability; Workload and Operational Efficiency; Professional Growth and Support; Facilities, Safety, and Environmental Conditions; Technology and Systems Support; Employee Well-Being and Retention Indicators.**

**Survey feedback is intended solely for continuous improvement of District operations and worksite morale and shall not constitute evidence for disciplinary action, grievances, or performance evaluations unless independently substantiated through formal District procedures.**

**Survey administration shall occur upon approval of the Superintendent, Chief of Schools or additional designee.**

## **ARTICLE VI. PAID LEAVES OF ABSENCE**

**6.1 SICK LEAVE:** Any member of the employee staff employed on a full-time basis and who is unable to perform his/her duty because of their own illness, or because of the illness or death of father, mother, brother, sister, husband, wife, child or other close relative (including in-laws) or member of their own household, shall be entitled to sick leave. Four days of sick leave will be credited at the end of the first month of employment of each contract year and thereafter shall be credited at the end of each month with one day of sick leave for each month of employment which shall not be used prior to the time it is earned and credited to the member; provided that the member shall be entitled to earn no more than one day of sick leave times the number of months of employment during the year of employment. Such sick leave shall be cumulative from year to year and there shall be no limit to the number of days of sick leave a member may accrue, provided that at least one-half of this cumulative leave must be established within this district.

**6.1-1** In the instance of an employee who has been the subject of disciplinary action for absenteeism, the Superintendent may require a certificate of illness from a licensed physician or mid-level practitioner for any illness-related employee absence.

**6.1-2** An employee working a 12-month schedule who has exhausted accrued sick leave may use accrued vacation leave without providing advanced notice for up to 40 hours (based on an eight (8) hour workday) per fiscal year (July 1 – June 30). An employee working four (4) hour days may use up to 20 hours per fiscal year. Written verification from a licensed physician is required for use of vacation leave in lieu of sick leave.

**6.1-3** Sick Leave Bank. The Polk School Employee's Sick Leave Bank shall be maintained in accordance with the provisions established by the Sick Leave Bank Committee. The Association shall appoint members to the Sick Leave Bank Committee in proportion to the percentage of its members in the Bank.

**6.1-4** Verification of Leave. Upon return from leave the employee will provide the necessary claim form for verification of absence to his/her principal/supervisor within five (5) workdays in accordance with §1012.61, Florida Statutes.

**6.1-5 Sick Leave Transfer/Donation:** Any employee who wishes to donate (authorize transfer of) sick leave to another employee shall be able to do so within School Board Policy. Should there be a change in Florida Statutes and/or School Board Policy, both parties agree to impact bargain those potential changes. The receiving employee must submit an Application for Sick Leave Donation.

**Donating Employee:**

- i. An employee may donate (i.e., authorize transfer of) any amount of their accrued sick leave to another Board employee. The authorizing employee must have at least ten (10) days of sick leave remaining after the donation is made.
- ii. Once approved, a donation cannot be retracted by the donor.
- iii. Any transferred sick leave that is not used as anticipated shall be returned to the authorizing employee upon the recipient's return to work.
- iv. In the case of multiple donors, unused leave will be returned to each donor proportional to the amount donated to total amount donated. Donated sick leave will have no value for recipient's terminal pay.

**Receiving Employee:**

- i. To be eligible to receive leave, the employee must:
  - a. Have exhausted all accrued and credited paid sick leave,
  - b. Complete and submit all required forms and supporting documentation to the Risk Management and Employee Benefits Leave Office, and
- ii. An Application for Sick Leave Donation must be submitted along with the physician's statement.
- iii. Employees may receive up to 200 donated hours within a 12-month period.

The Sick Leave Donation Committee shall be established to review applications for sick leave donation exceeding 200 hours per event within a 12-month period. This committee will consist of three (3) members appointed by the Superintendent, and three (3) appointed by the PEA president. The District's chief negotiator and PEA president serve as ex-officio members of the committee.

**6.2 PERSONAL LEAVE CHARGEABLE TO SICK LEAVE:** Employees shall be permitted to be absent six (6) days each school year for personal reasons and the days shall be charged against accrued sick leave when used. This leave shall be noncumulative. An employee planning to use a personal leave day or days shall notify his/her principal or immediate supervisor at least one (1) day in advance, except in cases of emergency. Personal leave chargeable to sick leave cannot be used immediately preceding or following a holiday or vacation, or the first five (5) days and the last five (5) days of school that students are in attendance except in cases of emergency. The employee shall not be required to give reasons for personal leave, except when claiming an emergency.

**6.3 CIVIC DUTY LEAVE:** Any employee who is called for jury duty, subpoenaed as a witness in a case not involving personal litigation, subpoenaed by a court as a result of job-related incidents, or as a witness on behalf of the Board shall be given leave and paid his/her full salary. The employee must return to duty if he/she is dismissed from further duty by 12:00 noon.

**6.4 NATIONAL GUARD AND RESERVE TRAINING LEAVE:** Employees who are members of a national military reserve unit or the National Guard ordered to active or inactive training duty during the regular school year shall be compensated up to 240 hours in anyone (1) annual period to participate in required training exercises, without loss of accumulated leave. Supporting documentation may be required upon application for military training leave.

**6.5 BEREAVEMENT LEAVE.** An employee may be granted up to two (2) additional paid days of Bereavement Leave for the death of an immediate family member, which is defined as father, mother, brother, sister, husband, wife, child or member of their own household. Bereavement leave is also available for the following extended family members, which is defined as grandparent, grandchild, aunt, uncle, mother in-law, father in-law, brother in-law or sister in-law. Bereavement Leave is not transferrable or accruable and must be used within thirty (30) calendar days of the death. Application shall be made to the immediate supervisor in advance whenever possible. The employee will not be paid Bereavement Leave during non-scheduled workdays. Employees must provide a copy of the obituary, funeral notice, or other satisfactory document attached to the Employee Application for Leave Form. Details about the family member's relationship may be required.

**6.6 ILLNESS IN LINE OF DUTY LEAVE:** Illness in line of duty is granted up to a maximum of ten (10) days per year when any employee is absent from his/her duty because of personal injury received in the discharge of his/her duty, or because of illness from any contagious or infectious disease contracted in school work. Any personal injury received while on duty will be considered as a qualifying injury under this policy, provided the injury is reported to the immediate supervisor within twenty-four (24) hours or the next working day. Contagious or infectious diseases refer to those normally related to children such as measles, chicken pox, and mumps. A statement from a licensed physician may be required. Additional emergency sick leave may be granted out of local funds for such terms and under such conditions as the Board shall deem proper.

**6.7 ASSOCIATION LEAVE DAYS:** The School Board will provide up to sixty (60) days to be used as Association Leave Days cumulatively for all Collective Bargaining Agreements covered by the

association. The Polk Education Association agrees to reimburse the District for the cost of substitutes if a substitute fills the open job number.

**6.8 MILITARY LEAVE.** Employees who are service members of the National Guard or a reserve component of the Armed Forces of the United States shall be granted leave to perform active military service under the provisions of federal law and §115.14, *Florida Statutes*. The first thirty (30) days of any such leave shall be with full pay. Employees on military leave shall be paid the difference between their School Board salary and their military salary, if their military salary is less. Extended leave of absence for additional or longer periods of time for assignment to duty functions of a military character shall be without pay. Employees on military leave may substitute accrued paid vacation for unpaid leave, as applicable. However, sick leave and vacation leave will not accrue for unpaid or partially paid military leave time.

The Board shall continue to provide Board-paid health insurance and basic group term life insurance as outlined in Article 14.

Life and Disability coverage can be continued for activated reservists, subject to continued payment of premiums for the longest leave period allowed under the current group policy.

Coverage for currently enrolled reservists' dependents can be continued with premium payment for as long as the reservist remains an employee. This coverage will end if the reservist does not return to work within 90 days after discharge or for any reason provided in the terms of the School Board's insurance policy.

When insurance for activated reservists and their dependents ends, both insured employees and their dependents may convert to individual policies.

Employees are responsible for any missed payroll deductions for dependent insurance or employee-paid supplemental (voluntary) benefits. Employees may also elect to change their benefits within 31 days of the effective date of the unpaid leave.

Upon completion of the tour of duty, employees must make application for reemployment within six (6) months following the date of discharge or release from active duty. The District shall have a period not to exceed ninety (90) days to reassign the employee to duty in the District. In accordance with federal law, the employees shall return to his/her former position, if available, or be offered a similar position for which he/she is fully qualified.

**6.9 ADMINISTRATIVE LEAVE:** The Superintendent has the authority to place an employee on administrative leave if the Superintendent believes that it is in the best interests of the students, staff, or community.

**6.9-1** If an administrative leave extends beyond ten (10) workdays, the employee and the Association will be notified by the Director of Labor and Employee Relations, or designee, of the reasons for the extension.

**6.9-2** The employee placed on administrative leave will continue to receive full pay. All rules for active employees will continue to apply.

**6.10 ASSOCIATION OFFICER LEAVE.** The Board agrees to grant temporary duty leave to the president and one (1) other officer of the Association during his/her term of office.

**6.10-1** Upon election, the President and one (1) other officer shall apply for Association leave for the term of their office in writing to the Superintendent. The President and one (1) other officer shall remain an active employee and shall suffer no loss in benefits during his/her service. The President and one (1) other officer shall be compensated at his/her salary for 196 days per year, shall receive credit

toward annual salary increments, and shall be allowed to remain a part of the health plan and benefit programs to the extent allowed by law.

**6.10-2** The Association shall reimburse the District within thirty (30) calendar days upon receipt of an invoice for any and all costs incurred during this period of full time temporary duty assignment, to include, but not limited to costs of salary, payroll taxes, retirement contribution, health plan contribution, workers' compensation, and other benefits and/or any other payments present or future incurred by the Board as a result of this arrangement.

Upon return from such leave, the employee shall be placed in a position in the District for which he/she is fully qualified.

## **ARTICLE VII. UNPAID LEAVES OF ABSENCE**

**Refer to the specific leave of absence below for additional requirements and/or provisions.**

**7.1** Unless otherwise specifically provided by law, the granting of leave shall be at the discretion of the Board. When it is granted by the Board, it shall be allowed on the basis of policies designed to protect the operation of the schools and worksites against undue interruption because of the absence of personnel.

An employee's current position will be held for no more than 12 consecutive work weeks (60 contracted work days). After this time period the current position held prior to the start of the leave will be posted as a vacancy. Upon return the employee will be placed into a position for which fully qualified (See 7.7).

**7.2** Leave granted on the request of an employee shall be for particular purposes or causes which shall be set forth in a written application for leave. The Board reserves the right to determine that the leave is used for the purposes or causes set forth in the application and if not so used, the Board shall cancel such leave.

The employee shall notify Human Resource Services of the request for unpaid leave with at least a thirty (30) day notice, except in cases of emergency.

Should there be any combination of leave within a school year, the position will only be held for the initial 12-week period of the first approved leave. This provision excludes any type of FMLA leave.

The employee may not return to work between approved consecutive unpaid leaves.

The thirty-day notice before a return from leave will remain in place for a return from consecutive leaves.

**7.3** Leave shall be officially granted in advance and shall not be granted retroactively, provided that leave for illness or other emergencies may be deemed to be granted in advance if prompt report is made to the proper authority.

**7.4** If an employee fails to return to duty at the termination of a Board-approved leave, their employment shall be subject to review and possible cancellation by the Superintendent or the Board.

**7.5** When leave extends beyond a period of 18 months and an employee returns, the employee is required to attend New Employee Orientation upon their return to the District.

**7.6** Any employee granted a leave of absence as provided in this article shall have the option to remain on active participation in all insurance and fringe benefit programs for the duration of the leave, provided that the premiums for insurance and fringe benefit programs be paid by the employee on a monthly basis in advance of the month due.

Employees on an unpaid leave must pay for all of their benefits, including the portion normally funded by the Board (paid health plan and group term life insurance). An employee may also make an active

election within 31 days of the unpaid leave effective date to modify their benefits. Failure to make payment arrangements for employee benefits may result in cancellation.

Life insurance will be continued with premium payment during a leave of absence if continuation of employee's insurance under the Group Policy is required by a state-mandated family or medical leave act or law. Or during any other scheduled leave of absence approved by the Board in advance and in writing and lasting not more than 60 calendar days.

Disability insurance will be continued with premium payment during a leave of absence if continuation of employee's insurance under the Group Policy is required by a state-mandated family or medical leave act or law. Or during any other scheduled leave of absence approved by the Board in advance and in writing and lasting not more than 30 calendar days.

During the period of the leave, the employee shall maintain the following at the same level as when leave commenced:

- 1) credit on the salary schedule
- 2) credit for seniority
- 3) credit for accumulated sick leave
- 4) maintenance of membership in the sick leave bank
- 5) Pursuant to Florida law, unpaid leaves are not eligible for salary credit applied toward the Florida Retirement System.

#### **7.7 Return from Unpaid Leave:**

If employee's life and disability insurance ends due to a federal or state-mandated family or medical leave of absence, and employee becomes a member again immediately following the period allowed, employee's insurance will be reinstated pursuant to the federal or state-mandated family or medical leave act or law.

If employee's life and/or disability insurance ends because the employee ceases to be a member, and if employee becomes a member again within 90 calendar days, employee's eligibility waiting period is waived. Employee can enroll in coverage as a newly eligible member.

The employee shall notify Human Resource Services of the intent to return date with at least a thirty (30) calendar day notice.

The employee shall be assigned by Human Resource Services within thirty (30) calendar days after notification of the intended to return date to the first available substantially similar position for which the employee is fully qualified.

The returning employee will be placed within a radius of no more than the current distance the employee drives to work or 25 miles, whichever is greater.

Should there be no vacant positions within a 25-mile radius, then the employee will be placed in the nearest, next available position for which fully qualified.

Refusal by the employee to accept a position shall release the Board from further obligation to that employee.

**Refer to the specific leave of absence below for additional requirements and/or provisions.**

**7.8 Domestic Violence Leave.** An employee who has provided advanced notice and who has been employed full time by the District for at least three (3) consecutive months shall be permitted to request and, upon approval, take a maximum of three (3) working days of unpaid leave from work in the school year if the employee, or, a family or household member of an employee is the victim of domestic violence.

An employee seeking leave under this section must, before receiving the leave, exhaust all annual or vacation leave, personal leave, and sick leave. Should sick leave be the only available leave remaining, the Superintendent or designee may waive this requirement if the reason for the request does not fall within the requirements for the use of sick leave.

### **7.8-1 The purposes of Domestic Violence Leave include:**

- a. To seek an injunction for protection against domestic violence or an injunction for protection in cases of repeat violence, dating violence, or sexual violence;
- b. To obtain medical care or mental health counseling, or both, for the employee or a family or household member to address physical or psychological injuries resulting from the act of domestic violence;
- c. To obtain services from a victim-services organization, including, but not limited to, a domestic violence shelter or program or a rape crisis center as a result of the act of domestic violence;
- d. To make the employee's home secure from the perpetrator of the domestic violence or to seek new housing to escape the perpetrator; or
- e. To seek legal assistance in addressing issues arising from the act of domestic violence or to attend and prepare for court related proceedings arising from the act of domestic violence.

### **7.8-2 Procedures and Definitions.**

- a. "Family or household member" is as defined in §. [741.28\(3\)](#), FLORIDA STATUTE. "Family or household member" means spouses, former spouses, persons related by blood or marriage, persons who are presently residing together as if a family or who have resided together in the past as if a family, and persons who are parents of a child in common regardless of whether they have been married. With the exception of persons who have a child in common, the family or household members must be currently residing or have in the past resided together in the same single dwelling unit.
- b. "Domestic violence" is as defined in §. [741.28\(2\)](#), FLORIDA STATUTE or §. [741.313\(1\)\(a\)](#), FLORIDA STATUTE. "Domestic violence" means any assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any criminal offense resulting in physical injury or death of one family or household member by another family or household member. s. [741.28\(2\)](#), FLORIDA STATUTE.

"Domestic violence" means domestic violence, as defined in §. [714.28](#), or any crime the underlying factual basis of which has been found by a court to include an act of domestic violence. §. [741.313\(1\)\(a\)](#), FLORIDA STATUTE.

- c. The employee requesting Domestic Violence Leave must notify the principal/supervisor at least two (2) school days in advance of the anticipated absence except in cases of imminent danger to the health or safety of the employee, or to the health or safety of a family or household member.
- d. The Superintendent's Office must keep information relating to the employee's leave under this section confidential and exempt from disclosure pursuant to §. [119](#), Florida Statutes.

**7.9 Educational Leave.** Up to one (1) year of unpaid Educational Leave may be granted one time only to employees who have worked for the District continuously for at least one (1) year in this bargaining unit. This leave is for the purpose of engaging in full-time activities as a student, which will result in their professional benefit or advancement. Documentation from the educational institution is required.

Application for such leave shall be submitted to the Superintendent with at least a 30-day notice to allow the immediate supervisor to secure a qualified replacement.

**7.9-1 Educational Internships:** For active employees approved to complete a documented unpaid internship within the District, upon return to active status by the approved return date, the employee will return to the same position held prior to the leave.

**7.9-2 Health Insurance during Educational Internships:** For active employees approved to complete a documented unpaid internship within the District, The Board will continue to pay the employee's Board contribution to the employee's health insurance.

Employees who have their Board contribution for health insurance paid during their internship must commit to a year of employment within the District, non-charter, immediately following the return from their internship. If the employee does not fulfill a year of employment with the District, non-charter, the employee will repay a prorated amount based on the student school year of 180 days to the District for Board contribution health insurance coverage during their internship.

**7.10 Family Medical Leave Act (FMLA) Leave.** Employees who have been employed for at least twelve (12) months (may be non-consecutive), and who have worked for at least 1,250 hours over the twelve (12) months prior to the leave request, may apply for a leave of absence for eligible reasons for up to twelve (12) work weeks under the Family and Medical Leave Act and within the provisions of Board Policy.

a) Caregivers for related military personnel may be eligible for up to twenty-six (26) work weeks of Military Caregiver Leave under the FMLA.

b) Employees granted this leave who receive employee health insurance under Article XXIII shall maintain this coverage for the duration of the leave, paid for as it was prior to initiating leave.

c) The employee will have the option to use accrued paid leave (sick, personal chargeable to sick, and/or vacation) concurrently with FMLA leave. (Board-paid health insurance and group term life insurance). Employees may also elect within 31 days of the leave effective date to modify benefits that are paid through payroll deduction.

d) The School Board shall require medical certification from employees requesting and returning from FMLA Leave, and employees will be restored to the same position held prior to the start of leave if available (due to reasons in Article 10.3), or a nearly identical equivalent position, in accordance with federal law.

**7.11 Medical Leave.** Non-probationary contract employees may be granted up to one (1) year of medical leave due to illness of themselves or members of their household.

A statement of medical justification from a licensed physician or licensed medical provider as approved by Risk Management and Employee Benefits must accompany the application for leave, and a licensed physician's or licensed medical provider's statement may be required for reinstatement from leave. In cases involving the health of the employee, a licensed physician's or licensed medical provider's statement is required for reinstatement from leave.

**7.11-1 Return from Medical Leave.** Employees returning from Medical Leave within one (1) year shall be guaranteed a position for which the employee is fully qualified. The returning employee shall notify the Risk Management and Employee Benefits Department. Should more than one (1) employee provide notice, the employee who gave such notice at the earliest date shall be assigned to the position in question.

**7.12 Parental Leave.** A parental leave of absence may be granted to an employee for the purpose of child rearing to commence at the birth of a child or the date of the adoption of a child and may continue for up to twelve (12) months.

**7.13 Personal Leave.** With at least a 30-day advanced notice, up to year of unpaid Personal Leave may be granted one time only for employees who have worked for the District continuously for at least seven (7) consecutive years in this bargaining unit inclusive of all approved leaves except leave for Public Service and Charter leaves. All requests for extended unpaid Personal Leave without pay must be

approved by the immediate supervisor before being submitted to the Superintendent. Upon return from such leave, the employee shall be guaranteed a teaching position in the School District for which fully qualified.

**7.14 Public Service Leave.** A non-probationary contract employee, upon annual application, may be granted a leave of absence without pay for the duration of the elected term(s) to serve in public office. Upon return from such leave, the employee shall be offered a position in the District for which he/she is certified and qualified.

**7.14-1 Civic Board:** Any non-probationary contract employee who is appointed to a civic board shall be granted personal leave without pay to attend meetings, not to exceed ten (10) days per school year. employees duly elected to City or County Commissions will be granted personal leave without pay to attend all authorized meetings. All such leaves shall be taken in full day increments only.

## ARTICLE VIII. TERMS AND CONDITIONS OF EMPLOYMENT

*Executive Summary of TA 8.2-1 Right of Assignment- Administrator right of assignment- If an employee disagrees with the administrator change of assignment, the employee must appeal in one workday if they do not agree with the change in assignment. While the regional superintendent reviews the assignment change, the employee will not be moved.*

**8.1 PROBATIONARY PERIOD:** Employees may be discharged without cause during their probationary period. At the end of that period the employee will be considered a regular employee and will be credited with seniority from the date of hire.

**8.1-1** Employees that transfer from the Educational Support Personnel (ESP) clerical unit to the Paraeducator unit are required to complete a new probationary period. If the transferring employee's job performance is found to be unsatisfactory during the probationary period, the employee will be returned to the employee's former ESP position if available, or to an ESP position for which the employee is qualified.

**8.1-2** Upon successful completion of the probationary period, the employee's status shall continue from year to year unless the superintendent terminates the employee for reasons stated in this collective bargaining agreement, school board rule, or reduces the number of employees on a district wide basis for financial reasons.

**8.1-3** Fringe benefits are accrued from date of hire with the exception of insurance benefits. See Article XIV Insurance.

### 8.2 ASSIGNMENT:

**8.2-1.** Paraeducators shall be notified in writing of the principal's recommendations for assignment by May 1 of each year. Prior to April 1, paraeducators may submit a request for change in assignment for the following school year. Principals will consider such requests but shall make the final determination of assignments. Upon request a paraeducator will receive a copy of the District Job Description for the position to which they are assigned.

**The building principal/supervisor may provide, in writing, reasons for why the change in assignment is necessary to the functionality of the school or program, if requested. If the employee disagrees with the written assignment provided by the principal/supervisor, they must appeal within one (1) workday. Upon appeal and to avoid disruptions to student learning and program, the employee will not be reassigned until the regional superintendent can review the reassignment and render a decision within five (5) workdays.**

**8.2-2.** Assignments within the building shall be made by the building principal or his designee within the guidelines of the program. Each paraeducator shall be provided on or before the first day with students a list of their responsibilities and a schedule showing hours of work, breaks, and lunch period.

**8.2-3.** The principal or his/her designee shall be responsible for guiding and directing the paraeducator not assigned to one teacher.

**8.2-4.** The duties of the paraeducator shall be directed by the teacher and/or supervisor to whom he/she is assigned.

**8.2-5.** Paraeducators shall not be reassigned to temporary duties, including substituting for absent teachers, except in an emergency or with the approval of the principal/designee. To avoid undue impact on the paraeducator or the teachers they assist, such reassignments should be rotated among all available paraeducators.

**Child Development Associate Teachers (CDAT):**

Child Development Associate Teachers (CDAT) (Head Start and Preschool programs) and Pre-kindergarten paraeducators subject to the one to ten (1:10) ratio in Florida Statute and federal Head Start standards shall not be reassigned to non-classroom duties, except in emergencies, when such duties would compromise the mandated one to ten (1:10) teacher/student ratio.

**CDAT- Childcare Services** and paraeducators in the Childcare Services programs, subject to FL Department of Children and Families licensing requirements, shall not be reassigned to non-classroom duties, except in emergencies, when such duties would compromise the following mandated CDAT/paraeducator to student ratios:

- i. Infants (up to one year): one to four (1:4)
- ii. One-year-olds: one to six (1:6)
- iii. Two-year-olds: one to 11 (1:11)
- iv. Three-year-olds: one to 15 (1:15)
- v. Four-year-olds: one to 20 (1:20)
- vi. Five-year-olds: one to 25 (1:25)

**8.2-6.** The Board and the Association acknowledge that paraeducators shall be used to assist with and reduce teacher's non-instructional responsibilities. Paraeducators must not be responsible for creating independent lesson plans or assigning grades for quarters or semesters.

**8.2-7.** Paraeducators may be re-assigned by their principal/supervisor on a temporary basis to a different Paraeducator job title ([APPENDIX B – PARAEDUCATOR PAY GRADES](#)) due to an extended absence of the regular employee. Extended absence is defined as ten (10) consecutive duty days. Such re-assigned Paraeducator shall receive one dollar per day per increased pay grade they move. Payment will be retroactive to the first day of the re-assignment.

**8.2-8.** Due to the absence of a teacher and the lack of an available substitute, a paraeducator may be assigned by his/her principal/supervisor as a substitute for that teacher. Paraeducators will not be expected or requested to create lesson plans. The paraeducator will receive a supplement of \$50.00 per day. If the position is filled for a half day (3.25 hours) the paraeducator will receive a \$25.00 supplement. The principal/supervisor will only assign paraeducators to substitute in half day or full day increments for the same teacher. The supervisor must present the paraeducator with the substitute form, which includes the unfilled job number. Upon completion of the workday the paraeducator must present this form to the payroll secretary for payment in the next available pay period. When a job number is not included with the request to substitute, the paraeducator can refuse the temporary substitute position. By mutual agreement of the administrator and the paraeducator, compensatory time may be earned in lieu of a supplement: one day of subbing earns 3 hours of compensatory time; one-half day of subbing earns 1-1/2 hours of compensatory time. The use of this compensatory time will follow the guidelines set forth in 6.2, Personal Leave Chargeable to Sick Leave.

**8.2-9** Employees shall not be required or requested to assist with the moving of boxes and/or furniture for other employees in excess of the Physical Environment section as defined in their job description without being provided appropriate equipment to do the job safely.

**8.3 LENGTH OF WORKING YEAR:** All paraeducators shall work 186 days. One hundred eighty days (180) while students are in attendance, two (2) days prior to the beginning of school and four (4) days shall be paid holidays unless otherwise specified in the appropriate appendices.

**8.3-1 Extended Contract:** Computer Lab Paraeducators/Managers may be granted up to seven (7) days of extended contract at the request of the school principal. Extended contract days are limited to those days that are recognized as teacher workdays.

**8.3-2 CDAT Additional Self-Directed Planning Time During the School Year:** CDATs will be given the same self-directed planning and staff development time allotted to teachers as referenced in Teacher Article 3- School Calendar.

*Teacher 3.4 Reference: The Board shall include at least ten (10) Student Early Dismissal Days distributed throughout the school year. Students shall be dismissed 150 minutes early to provide teachers 150 minutes of self-directed planning time All remaining time shall be used by the employee for self-directed planning activities.*

#### **8.4 WORKING HOURS:**

8.4-1. The length of workday for paraeducators shall be seven and one-half (7 1/2) hours per day, including early dismissal days for students, unless otherwise specified in the appropriate appendices. Employees will be provided regular start and end times which shall be consistent throughout the year unless a specific variation is provided for in this contract. Start and end times may be changed provided that such changes are deemed necessary by the employer. When an employee's work schedule is to be changed, a two (2)-week notice will be given in writing (dated), except in cases of emergency.

8.4-2. Full day paraeducators shall have a paid duty-free lunch period of at least 30 consecutive minutes, excluding any transition time where a paraeducator is supervising students of each school day, scheduled around the regular school lunch hours. In establishing at least 30 consecutive minutes, excluding any transition time where a paraeducator is supervising students, school year 2025-2026 will be a planning year with implementation school year 2026-2027. On non-student days there shall be a one (1) hour lunch break. When a scheduled lunch period is unfeasible, the principal/director must consult with the Director of Labor and Employee Relations to work out a solution. The Association President will be notified of the situation and proposed solution. When a duty-free lunch for the Licensed Practical Nurse (LPN) or the Sign Language Interpreter is unfeasible, they shall receive one-half (1/2) hour pay supplement upon prior approval by the Assistant Superintendent of Learning Support.

8.4-3. Full day paraeducators shall have a fifteen (15) minute break in the morning and a fifteen (15) minute break in the afternoon while classes are in session. When a scheduled lunch period is unfeasible, the principal/director must consult with the Director of Labor and Employee Relations to work out a solution. The Association President will be notified of the situation and proposed solution. When scheduled breaks for the Licensed Practical Nurse (LPN) or the Sign Language Interpreter are unfeasible, they shall receive one-half (1/2) hour pay supplement (prorated for each break missed) upon prior approval by the Assistant Superintendent of Learning Support.

8.4-4. Paraeducators who are enrolled in an approved degree seeking program as per Article IX shall, with advanced notification and approval of their principal/supervisor, be allowed to forego one or both of their two (2) fifteen (15) minute daily break times and/or their duty-free lunch period in return for up to one (1) hour early release to attend afternoon classes. A schedule showing these classes shall be presented to the principal/supervisor prior to the start of each semester. In an extreme/emergency situation the paraeducator may be required to stay until the situation has been handled per the principal/supervisor.

**8.4-5.** The principal or immediate supervisor shall have authority to grant an employee's request for variation from the regular school day for doctor/dental appointments when circumstances necessitate such a procedure. When granted, such variation shall not result in loss of pay or accumulated leave days to the employee.

**8.4-6. FLDOE Lowest Performing Elementary Schools:** Section §.[1011.62](#), Florida Statutes, requires that each school district having one or more of the state designated lowest-performing elementary schools based on the state reading assessment have teachers or reading specialists, effective in teaching reading, provide an additional hour of intensive reading instruction each day of the school year at these schools. In order to comply with this mandate, paraeducators who normally work a 7 ½ hour day will work a 7 ¾ hour day and will be paid at their daily rate of pay. In the event that a paraeducator does not wish to work the 7 ¾ hour day, the principal shall have the authority to grant the request allowing the paraeducator to continue the traditional 7 ½ hour day, as long as the additional hour of intensive reading instruction requirement can be met. All contractual rights including Sections 8.4-2 and 8.4-3 regarding duty free lunch and breaks will be honored.

## **8.5 PERSONNEL FILE:**

**8.5-1** Personnel files shall be maintained in accordance with §.[1012.31](#) Florida Statutes. Each paraeducator shall receive a copy of all evaluative, reprimanding, disciplinary, complimentary, and derogatory reports to be placed in his/her personnel files at the school/department or District office. The paraeducator and/or the Association, upon written authorization from the paraeducator, may review and reproduce the contents, at his/her expense, of any of same. The review shall be made in the presence of the principal/administrator, or his/her designee, responsible for the safekeeping of such file. The paraeducator may challenge, through the established grievance procedure, the maintenance of any document therein.

**8.5-2** When statements are made against a paraeducator, no written copies or related materials will be placed in the paraeducator's individual file, nor any disciplinary action taken against a paraeducator until the paraeducator is made aware of the person who is making the accusation, the matter is discussed with the paraeducator, and the paraeducator has received a copy. Before disciplinary action is taken, the paraeducator, at the discretion of the principal/administrator, shall be given opportunity to confront the accuser. If the principal/administrator finds that the statements or accusations are false, no record shall be maintained.

**8.5-3** At the written request of a paraeducator, any report in a paraeducator's personnel file (school/department, district) excluding assessments or observations, that may be considered or construed by the paraeducator and/or Association to be reprimanding, disciplinary or derogatory will be placed in an envelope and labeled "confidential and not relevant for disciplinary purposes" and returned to the personnel file. This would be done only after three consecutive years of no serious reprimands or problems on record. This provision does not apply to criminal charges or convictions.

**8.5-4** Materials relating to work performance, discipline, suspension, or dismissal must be reduced to writing and signed by a person competent to know the facts or make the judgment. No such materials may be placed in a personnel file unless they have been reduced to writing within 45 days, exclusive of the summer vacation period, of the school system administration becoming aware of the facts reflected in the materials. Additional information related to such written materials previously placed in the file may be appended to such materials to clarify or amplify them as needed. A copy of such materials to be added to an employee's personnel file shall be provided to the employee. The employee's signature on a copy of the materials to be filed shall be proof that such materials were given to the employee, with the understanding that such signature merely signifies receipt and does not necessarily indicate agreement with its contents. No anonymous letter or anonymous materials shall be placed in the personnel file. An employee has the right to answer in writing any such materials and the answer shall be attached to the file copy.

**8.5-5** Except for items that are by law exempt, all material placed in the paraeducator's personnel file shall be available to the paraeducator at his/her request for inspection.

**8.5-6** There shall be a single point of contact in the Human Resource Services Division for an employee or the Association to review the personnel file as defined in FL Statute. Furthermore, it is agreed that the school/worksit shall send those materials noted in 4.5-3 to the Human Resource Services Division for placement in said personnel file.

**8.5-7** A memorandum will be distributed annually from the Human Resource Services Division to all administrators reviewing the expectations for personnel records set forth in Article 8.5.

**8.6 UNSAFE WORKING CONDITIONS:** The Superintendent shall be responsible for determining unsafe and hazardous environmental and teaching conditions under which paraeducators shall not be required to work. Such conditions shall be reported in writing to the principal/supervising administrator. If a resolution is not made, the assistant superintendent shall be notified in writing, with a final appeal to the superintendent.

**8.7 EVALUATION:** An annual evaluation shall be given by the immediate supervisor to the employee in a confidential manner.

**8.7-1.** The President of PEA may name two paraeducators to the Non-Instructional Assessment committee. The committee will meet bi-annually to review the Non-Instructional Assessment tools and make recommendations.

**8.7-2.** Instructions to obtain electronic access to the Non-Instructional Assessment handbook will be provided to all non-instructional employees within the first fifteen (15) contract days of each year.

**8.7-3** The immediate supervisor is the evaluator and may receive input for evaluation purposes from employees who have been designated the responsibilities of directing the employee in their work assignments. If an employee so requests, he/she shall be evaluated by his/her Principal/Supervisor.

## **8.8 PROGRESSIVE DISCIPLINE:**

Progressive discipline by the administrator/superintendent shall be followed except in cases requiring immediate action. Progressive discipline shall mean:

1. Verbal Warning with a Written Confirmation.
2. Written Reprimand following a Conference.
3. Suspension without pay for up to five (5) days.
4. Termination

Progressive discipline steps two through four should be copied to the Director of Labor and Employee Relations, Regional Assistant Superintendent, and/or Senior Director, and Polk Education Association. "Letters of Expectation" are not a form of discipline and may address issues related to professionalism or policy.

## **8.9 ABANDONMENT OF POSITION:**

When an employee fails to obtain prior approval for absence from work or fails to notify his/her immediate supervisor of his/her need to be absent and is absent for three (3) consecutive workdays, the employee shall be considered to have abandoned his/her position and resigned as an employee of the Board. Special consideration will be given in case of emergencies.

## **ARTICLE IX. PROFESSIONAL QUALIFICATIONS AND ASSIGNMENTS**

### **9.1 CHANGE IN LEVEL:**

**Sign Language Interpreters-** Temporary Duty Leave and reimbursement for the administration of the, EIPA or NAD-RID NIC test will be provided by the District with prior approval from the Director of Exceptional Student Education.

Educational Sign Language Interpreters who have met the requirements for a change in level shall be paid for the change the pay period following receipt of all required documentation.

Employees hired on or after December 1, 2009, as non-certified, or non-credentialed full time interpreters will be assigned to PAY GRADE SL00. During the two-year period from date of hire, the interpreter must pass the EIPA or the RID NIC test and forward the results to the ESE Lead Sign Language Interpreter or designee. The Sign Language Interpreter will then be moved to the appropriate SL paygrade that corresponds to their passing test score after confirmation from Employee and Labor Relations Department. At the end of the two-year period, a non-credentialed interpreter who fails to obtain credentialed status on any of the aforementioned organizations' tests will be re-assigned to a paraeducator position for which he/she is appropriately qualified.

Should a credentialed interpreter become available for a position held by a non- credentialed interpreter, the non-credentialed interpreter may be re-assigned to a vacant regular paraeducator position at their current salary for the remainder of the contract year as per Article 10.4.

**9.1-1 Child Development Associate Teacher:** Employees assigned as a Child Development Associate Teacher must maintain a valid Florida Department of Children and Families Child Care Staff credential. During the validity period the CDAT must complete the requirements for renewal as outlined by the Florida Department of Children and Families. At the end of the validity period, any CDAT who fails to meet the requirements for renewal shall be reassigned to a Paraeducator position for which the paraeducator is qualified.

Employees assigned as a CDAT by holding a Florida Department of Children and Families Staff Credential – Formal or an AA/AS Degree in Early Childhood, Child Care, or Child Development, must complete 3 college hours or 4.5 CEU's in Early Childhood (or related field) within every five (5)-year period.

### **9.2 TRAINING:**

**9.2-1** Periodically, workshops shall be held to help paraeducators improve various skills. Paraeducators may be released from their school duties to attend the designated workshops without loss of pay. Employees will receive mileage reimbursement for attending workshops at other locations. A reasonable amount of travel time of at least thirty (30) minutes shall be allowed each way during the regular duty day if paraeducators are required to attend partial day meetings at locations other than their regularly assigned schools. For full day meetings, a reasonable amount of travel time of at least thirty (30) minutes shall be allowed each way.

**9.2-2** Where new paraeducators are employed, the administration shall provide orientation to employment including such items as building rules, job expectations and assignments, school building layout, employee benefit forms, etc.

**9.2-3** Intra-school and inter-school visitation and observation are recognized as techniques for improving employee effectiveness. An employee must have the approval of his/her principal or immediate supervisor in order to participate.

**9.2-4** Those employees that must visit/observe other classrooms as a requirement to complete an approved course, must submit a syllabus and course requirements to their principal/supervisor in writing. Dates for said observations to be mutually agreed upon.

**9.2-5** Paraeducators will be represented on each worksite inservice planning committee.

**9.2-6** When scheduled by the District administration, paraeducators may have their start and end time adjusted by up to ninety (90) minutes when given at least a two (2) week notice for attending a partial or full day workshop.

**9.2-7** Student Early Dismissal Days *may be considered* by the administration for paraeducator training. These trainings *may* be based on the needs of the paraeducator's assigned students, with a focus on education, health, and safety.

### **9.3 EDUCATIONAL INCENTIVE FOR PARAEDUCATORS:**

Paraeducators may upgrade their job skills by taking related coursework at a college, university, or vocational center. Paraeducators taking courses under this provision would use acquired training in their current position with Polk County School Board. These approved courses must not be a part of the paraeducator's planned degree program. Paraeducators shall be reimbursed for the cost of the tuition, books and required materials according to the following guidelines:

- a) If requested by the paraeducator, and prior written approval is granted by the immediate administrator/supervisor and the Director of Employee Relations before the course is taken.
- b) A minimum of 3 semester hours with a grade of "C" or better for a graded class or satisfactory completion of a non-graded course.
- c) Receipts must be submitted with proof of successful course completion.

**9.3-1** Sign Language Interpreters may improve their job skills and linguistic knowledge by taking courses or classes offered at a college, university, or vocational center. Interpreters shall be reimbursed the cost of tuition at the community college rate per hour for Associate of Arts (AA) Degree classes or the local state university rate per hour for the Baccalaureate degree classes, 50% of the cost of textbooks and full reimbursement of required materials and lab fees according to the following guidelines:

1. full time employees covered by this collective bargaining agreement,
2. obtain written approval from the Director of Employee Relations prior to the start of classes,
3. if degree seeking, submit a completed form from the educational institution affirming that they have applied for Pell Grant funding and that no request for reimbursement will include monies paid for by that grant, or any other grant or loan or funding source such as the Educational Interpreter Project,
4. provide to the Human Resource Services Certification Department the approved letter from the institution stating degree program,
5. receive a grade of "C" or better in coursework or satisfactory completion for non-graded coursework,
6. provide receipts for reimbursement or funding source such as the Educational Interpreter Project,
7. provide proof of successful course completion.
8. coursework that must be repeated to raise the grade or GPA will not be reimbursed a second time.

**9.3-2** Paraeducators seeking AA Degrees leading toward an education degree or those pursuing an education degree at the Baccalaureate level shall be reimbursed the cost of tuition at the local community college rate per hour for AA Degree classes or the local State University rate per hour for the Baccalaureate degree classes, 50% of the cost of textbooks and full reimbursement of lab fees provided they are:

1. full time employees covered by this collective bargaining agreement,
2. turn in a completed form from the educational institution affirming that they have applied for Pell Grant funding and that no request for reimbursement will include monies paid for by that grant or any other grant or loan,
3. provide to the Human Resource Services Recruitment Office the approved letter from the institution stating their degree program,
4. attend an institution with a State approved teacher education program in their major,
5. receive a grade of "C" or better in coursework or satisfactory completion for non-graded coursework,
6. provide receipts for reimbursement,
7. provide proof of successful course completion.
8. tuition and book reimbursement program does not apply to remedial courses.

**9.3-3** The degree seeking paraeducator will be required to provide one half year of employment with the Polk County School Board as follows:

1-24 credit hours – one half year of work for the Polk County School Board  
25-48 credit hours – additional one-half year  
49-72 credit hours – additional one-half year  
73-96 credit hours – additional one-half year  
97-120 credit hours – additional one-half year  
121-144 credit hours – additional one-half year

An employee shall not receive time reimbursement credit during any semester the employee is receiving the tuition/book subsidy established in 9.3-1 or 9.3-2.

The paraeducator shall sign a promissory note agreeing to the above stated time reimbursement. Time reimbursement shall not exceed a maximum of three years.

Employees that must take an Educational Leave to complete their requirements for graduation/certification, (i.e. internship, student teaching) must complete the educational leave form and indicate their participation in the Greenhouse Program, internship, or student teaching for their health benefits to be maintained during this period.

If the employee is not offered an appropriate position, the employee owes no further obligation to the District. Reimbursement of tuition does not imply District responsibility for program availability or completion.

#### **9.4 DUTIES OF PARAEDUCATORS:**

A written description of the duties of each paraeducator at a worksite shall be kept on file in the worksite office. Each paraeducator shall be given a copy of the written description of his/her duties. Each teacher directing the duties of a paraeducator shall be given a copy of the written description of the paraeducator's duties.

#### **9.5 PARAEDUCATOR EMPLOYMENT NOTICE:**

Each paraeducator will be given an employment notice ([Appendix D – PARAEDUCATOR EMPLOYMENT NOTICE](#)) stating his/her hourly salary and job title.

## **9.6 TRAINING INCENTIVE:**

The Professional Development Department shall offer a 30-hour program within a two-year period. Employees completing the authorized program within the two years shall be reported to the Professional Development Department.

**9.6-1** According to §. [1012.98](#) Florida Statute points may only be awarded upon evidence of follow-up activity completion.

## **9.7 ESEA REQUIREMENTS:**

Paraeducators shall be allowed to choose which of the three options below he/she will elect in order to satisfy requirements of ESEA. Paraeducators who are currently employed by the Polk County School District in a Title I position who have 48 hours of credit from an institution of higher education shall be considered highly qualified under the ESEA requirement.

## **9.8 HIGHLY QUALIFIED REQUIREMENTS:**

Newly hired paraeducators, or paraeducators returning after a break in service, with the exception of LPN paraeducators, must document proof of satisfying “highly qualified” requirements. All paraeducators are highly qualified if they have met one of the following:

1. Obtained an Associate Degree or higher
2. Completed two years of study at an institution of higher education (earned at least 60 semester hours or the equivalent in quarter hours)
3. Met a rigorous standard of quality and are able to demonstrate, through a formal state or local academic assessment, knowledge of the ability to assist in instructing reading, writing and mathematics.

**9.8-1** The District recognizes any one of the following as “a demonstration of a rigorous standard through a formal state or local academic assessment.”

1. A score of at least 464 on the Educational Testing Service Praxis ParaPro Assessment
2. American Federation of Teachers – Meeting the Standards (AFTMS) for Paraprofessionals class and documentation of Certificates of Merit for passing both the Beginning Reading and the Thinking Mathematics portions
3. Passing scores earned on all four subtests of the Florida Teacher Certification Examination General Knowledge Test within 10 years from the date of nomination as a paraeducator candidate.

**9.8-2** Paraeducators assigned to positions for which “highly qualified” standards are required may not provide any instructional service to a student unless the paraeducator is working under the direct supervision of a teacher. They may also assume limited duties that are assigned to similar personnel who are not working in a Title I and/or a school in need of improvement as identified on the Differentiated Accountability Matrix including duties beyond classroom instruction or do not benefit participating children, so long as the amount of the time spent on such duties is the same proportion of total work time as prevails with respect to similar personnel at the same school.

**9.8-3** Paraeducators who have not satisfied highly qualified requirements and who are assigned to positions in either Title I Schools or schools in need of improvement, as identified on the Differentiated Accountability Matrix, which require them to be highly qualified will be assigned and/or transferred to another position for which the employee is qualified. If no such vacant position exists, the District will follow layoff procedures outlined in Article X.

## ARTICLE X. TRANSFERS LAYOFF AND RECALL

### TRANSFERS:

**10.1 REQUEST FOR TRANSFER:** Unless the paraeducator and both principals agree, no transfers shall be allowed during a period spanning from 14 calendar days before the first contract workday until after the 20<sup>th</sup> contract workday. A transfer will not be considered unless the paraeducator is qualified for such vacancy. All transfers shall be initiated by the receiving principal, with copies to the releasing principal or immediate supervisor and the Human Resource Services office. The principal, when making his/her decision, shall consider the following: seniority, educational qualifications, expertise and ability, prior job experience, performance evaluations, and recommendations of previous supervisors. The transfer of the paraeducator will be subject to Board approval.

**10.1-1 TRANSFER DURING SCHOOL YEAR:** Paraeducators may request to be transferred when there are vacancies for which the paraeducator is qualified. Requests for transfer from one worksite to another shall be made electronically through the Applicant Registration System found on the District's website. Should a paraeducator be offered and accept a position during the school term, then the releasing principal must release the paraeducator from their school within twenty (20) contract days after being contacted by the receiving principal.

**10.1-2 REQUESTS FOR TRANSFER BETWEEN SCHOOL YEARS:** Requests for transfer from one worksite to another shall be made electronically through the Applicant Registration System found on the District's website.

**10.2 VOLUNTARY TRANSFER:** A Voluntary transfer to a higher or lower pay grade will be effective on the date of transfer. A voluntary transfer within the same pay grade will not receive a salary adjustment.

**10.3 INVOLUNTARY TRANSFERS:** The Board and the Association recognize that it may be necessary to transfer a paraeducator or paraeducators involuntarily. Involuntary transfers shall only be made due to the following: (1) loss of units or staffing requirements at particular locations, (2) providing for a racially balanced worksite staff, (3) dividing a worksite faculty to form a new worksite, (4) phasing out a program, (5) changing a program, (6) closing a worksite, (7) providing for a comparability of worksites for Federal program, (8) complying with a court order, (9) lack of required certification for position. Relocation shall be made after asking for volunteers and consideration of the following criteria: seniority, educational qualifications, expertise and ability, prior job experience, and performance evaluations. All employees so affected will be notified not less than four (4) working days prior to such relocation. The employee shall have the right to appeal an involuntary transfer first to the Director of Labor and Employee Relations, then to the Superintendent or his/her designee.

**10.3-1 DISPLACEMENTS:** Employees displaced for one of the reasons (1-9) listed in 10.3 will be placed on a "displaced list". Employees on the displaced list will be placed before new hires are appointed provided there are qualified employees on the displaced list for the vacant position. Effort will be made to identify and place involuntarily transferred employees within a radius no more than the current distance they drive to work or 25 miles, whichever is greater. Refusal by the employee to accept a position shall release the Board from further obligation to that employee. It will be necessary for displaced employees to provide an address and telephone number where they can be contacted during summer break to the Director of Labor and Employee Relations. Each displaced employee will receive a letter from their principal/supervisor that outlines the displacement procedure.

**10.3-2 INVOLUNTARY TRANSFER TO A HIGHER PAY GRADE:** An involuntary transfer to a higher pay grade will result in the appropriate salary increase effective on the date of transfer. If an employee is involuntarily transferred to a lower pay grade, that employee shall retain the same salary for the remainder of the current school year. The salary shall reflect the appropriate reduction at the beginning of the next school year. Employees shall receive credit for appropriate experience and in the case of paraeducators, college hours.

**10.3-3** In unusual and special circumstances the Superintendent may recommend to the Board that a paraeducator be transferred from one position to another specific position for which the employee is qualified/highly qualified for good and sufficient reasons. Any employee being transferred under this section may receive written reasons for the transfer. Such transfers are effective upon the Superintendent's recommendation. Subsequent approval is required on the next available School Board Meeting agenda.

The term "unusual and special circumstances" shall mean, with respect to the involuntary transfer, that it is not practicable for the District to adhere to the requirements of Article 10.3. Refusal by the paraeducator to accept such assignment shall release the Board from further obligation to that employee.

**10.3-4 ESE STUDENT SPECIFIC PARAEDUCATORS:** ESE Student Specific Paraeducators are considered Districtwide employees as they are trained and assigned to work with a specific student(s). If the assigned student transfers to another school within the District, the ESE Student Specific Paraeducator transfers with the student if the receiving school is within the mileage allocation, or they wish to accept the move. If the assigned student exits the District, or no longer requires a student specific paraeducator according to the Individual Educational Plan (IEP), the ESE Student Specific Paraeducator is displaced and will be reassigned, with the first priority being a vacant position within the next pay grade and mileage policies.

In case of layoffs ESE Student Specific Paraeducators will be given priority if they have received certified District training to meet the student's Individual Educational Plan (IEP) including, but not limited to verbal de-escalation/restraint, Picture Exchange Communication System (PECS) training, toileting, minimal medical training, and/or mobility/lifting training.

#### **LAYOFF:**

**10.4** In the event it becomes necessary to lay off employees, volunteers for layoff will first be sought from among the affected positions. When a layoff is necessary, the number of positions being eliminated will be determined by the District Office. The worksites will eliminate the necessary positions; those employees will be placed on the layoff list. The District Office will cut the same number of positions from the employees with the least seniority in the District with the exception of positions that require licensure or certification. The employees on the layoff list will be offered the vacant positions according to the RECALL language.

**10.5** A meeting shall be held with the Association prior to any layoff. The Board agrees to provide the Association with a list of names of the employees in the affected position and titles.

**10.6** The employees in the affected position titles shall be notified in writing as soon as possible after the decision is made. In no event shall the Board give less than ten (10) working days' notice to affected employees.

**10.7** As soon as an employee is notified of his/her pending layoff, he/she shall notify his/her supervisor and the Director of Labor and Employee Relations (Human Resource Services Division) if he/she is interested in being assigned to any other position within this bargaining unit for which he/she is qualified.

**10.8** All laid off employees shall be notified and recalled in inverse order of their layoff, provided they have the skill, ability, and qualifications required to perform the job.

**10.9** An employee who has been laid off shall retain previously earned seniority toward salary advancement.

**10.10** New employees shall not be hired into positions for which there are qualified employees on layoff.

#### **RECALL:**

**10.11** Any employee who has been laid off because of a reduction in personnel shall be recalled in inverse order to the first position in the District equivalent to that from which he/she was laid off. An

employee shall be considered for positions other than those equivalent to that from which he/she was laid off provided he/she has the skills, abilities and qualifications necessary for the other positions.

**10.12** Any employee on layoff will be maintained on the recall list for twelve months following the layoff notice. The Association shall be provided a copy of the list which indicates employee name, position title, and date of hire.

**10.13** When employees on layoff are recalled, the employee with the greatest seniority in that position title shall be recalled first. If the laid off employee is temporarily unavailable to return to work due to medical or FMLA reasons, they may request an extension of their recall rights, not to exceed two (2) months.

**10.14** Within five (5) days of receipt of a registered letter of recall, the employee shall notify the Personnel office in writing whether he/she will accept reemployment. The Association shall be provided a copy of the recall letters.

**10.15** If the employee does not accept the position, he/she will go to the bottom of the list. When the employee comes to the top of the list for a second time and does not accept the position offered, the Board shall be released from further recall obligation.

**10.16** If every employee on the list has declined an opening, the District will place the least senior employee on the recall list in the vacant position provided they have the qualifications, certification, and/or prior job experience required to perform the job. This shall be treated as an involuntary transfer.

**10.17** When an employee is offered a position at a worksite which is twenty-five (25) miles or more from his/her residence, he/she shall have the right to turn down any/all offered positions and maintain their position at the top of the recall list.

**10.18 MAINTAINED SENIORITY:** Employees on authorized leave or layoff shall maintain their original date of hire. An employee that fails to report for work within three (3) days of the recall from layoff shall be considered terminated. An employee who has been laid off shall retain previously earned seniority toward salary advancement.

**10.19** Laid-off employees may pay, on a monthly basis, the premiums for group life and hospitalization for a period of up to one (1) year provided the employee continues to pay his part of the premium subject to the provisions of the COBRA law and payment is received by the Risk Management Department of the Business Services Division before the first of the month. This benefit may be extended as defined by COBRA (Consolidated Omnibus Budget Reconciliation Act) legislation. But in no event may the coverage be continued beyond the date the employee became eligible for coverage under any other group type plan.

## **ARTICLE XI. EVALUATION AND ASSISTANCE PROCEDURE:**

The procedure as outlined below will be used to help the employee correct deficiencies. The principal/supervisor will:

**11.1** Notify the employee and the Association in writing of the areas of deficiencies which could lead to dismissal.

**11.2** Provide written suggestions for improvement using the Professional Improvement Plan in the Non-Instructional Personnel Evaluation Handbook, offer and provide assistance (e.g. inservice training, professional development plans, college courses, assistance from specialists, etc.) and allow a period of at least thirty (30) working days for improvement.

**11.3** At the end of this period, evaluate and assess the employee in the performance of his/her duties to determine if the job improvement Plan has been satisfied. If satisfactory improvement has occurred the procedure will cease.

**11.4** If satisfactory improvement has not occurred during the time allotted the employee would be subject to dismissal.

## **ARTICLE XII. TERMINAL PAY**

**12.1** The Board shall provide terminal pay for accumulated sick leave to any employee who has worked for the Board at least one (1) year, or to the employee's beneficiary without regard to length of service if service is terminated by death. Such terminal pay shall be in the amount determined by the daily rate of pay of the employee in the final year of employment.

Such terminal pay shall be in the amount determined by the daily rate of pay of the employee at the time of termination and the number of years of service with the Polk County School District.

Calculations shall be made as follows:

- (a) During the first three years of service, the daily rate of pay multiplied by 35% times the number of days of accumulated sick leave;
- (b) During the fourth, fifth and sixth years of service, the daily rate of pay multiplied by 40% times the number of days of accumulated sick leave;
- (c) During the seventh, eighth, and ninth years of service, the daily rate of pay multiplied by 45% times the number of days of accumulated sick leave;
- (d) During the tenth, eleventh and twelfth years of service with the Board, the daily rate of pay multiplied by 50% times the number of days of accumulated sick leave;
- (e) During and after the 13<sup>th</sup> year of service, the daily rate of pay multiplied by 100% times the number of days of accumulated sick leave.

**Exception:** Payment for sick leave earned prior to July 1, 1985, with the Polk County School District, shall be paid at 100% of the daily rate of pay at the time of conclusion of service with the Polk County School Board.

**12.2** Any employee shall have the option to request delay of payment for sick leave days as terminal pay by notifying the Payroll Department in writing prior to the last scheduled workday of employment. For employees not being offered employment for the following school year, such days shall remain available for transfer as per §. [1012.61](#) Florida Statute with the employee being responsible to provide any required documentation prior to the first scheduled workday of the new school year. Terminal pay will be processed immediately if such notification is not received by the first scheduled workday of the new school year.

## **ARTICLE XIII. SUMMER EMPLOYMENT**

### **13.1 EMPLOYMENT OF PARAEDUCATOR IN SUMMER SCHOOL:**

No summer employee positions in Polk County shall be filled by an employee not employed in the Polk County school system during the regular school year if there are enough qualified applicants for such positions who were employed by the Polk County public schools.

**13.2** Each year by April 15, employees who desire summer employment shall make written application for a position to the appropriate summer program supervisor. Such application shall refer to particular schools and shall include the following:

1. School and job title during the regular school year;
2. Types of work previously performed;
3. Previous years of summer school employment;

4. An employee may list schools in order of preference on his/her application.

### **13.3 PROCEDURE FOR SELECTION:**

The following criteria shall be considered by the administrator making the selection:

- a) Job title during the school year when assigning paraeducators to students in the Exceptional Student Education Summer Extended School Year (ESY) Program, priority will be given to those paraeducators who served these students during the preceding school year);
- b) Type of work previously performed;
- c) Previous years of summer school employment;
- d) Seniority in the area;
- e) Seniority in the District;
- f) Late applicants.

### **13.4 RATE OF PAY:**

Paraeducator Summer School Salary shall be set at their regular hourly rate of pay. Sign Language Interpreters and LPNs shall be paid at their hourly rate prorated to the number of hours worked during summer school.

**13.4-1** Sign Language Interpreters, LPNs, and Paraeducators hired for the Exceptional Student Education Summer Extended School Year (ESY) Program shall be paid at their regular hourly rate during summer school.

### **13.5 NOTICE OF HIRING:**

Paraeducators will be offered an assignment for the summer by May 15 or the earliest possible date. All applicants who were selected shall notify the appropriate summer program supervisor of their acceptance within ten (10) days after notification. Failure to do so will indicate that they do not desire a position for the summer.

### **13.6 NOTICE OF POSITION CUTS:**

Employees regularly assigned to the worksite hosting a summer program have first priority to maintain their position by worksite seniority in the event of enrollment reduction. District seniority will be utilized next in the event of enrollment reduction.

## **ARTICLE XIV. INSURANCE**

**14.1** The parties shall begin negotiations on health insurance in January no later than five (5) workdays following the return from Winter Break the Board agrees to provide one health insurance plan for all benefits eligible employees, without cost to the employee. Pursuant to Florida law, changes to the health insurance plan that constitute a change in a mandatory subject of bargaining must be collectively bargained unless otherwise waived.

**14.1-1** The Union does not waive any collective bargaining rights with respect to health insurance.

**14.2 Benefits** eligible employees are employees who work a minimum of 30 hours per week. Employees hired prior to October 1, 2013, with continuous employment are grandfathered for the purposes of benefit eligibility if working at least 18.75 hours per week. An employee hired after September 30, 2013, must work a minimum of 30 hours per week to be benefits eligible.

**14.3** The Board agrees to provide group term life in the amount of \$20,000 and accidental death and dismemberment insurance in the amount of \$10,000. The Board agrees to pay the premiums for this group term life insurance for all benefits eligible employees. Employees must make an active election within 60 days of hire to waive these Board paid benefits (See below).

**14.4** The Board agrees to provide employee health clinic(s) for all employees. All Board employees are eligible to participate in the Polk County School Board Employee Health Clinic(s) as of their date of hire (appointment date). Eligible dependents must be enrolled under the Polk Schools Board Health Plan to participate in the School Board Employee Health Clinic(s).

**14.5** The Board agrees to make available supplemental group term life insurance, group disability, dental and vision insurance for employees, and health, dental and vision insurance coverage for employee dependents, with all premiums to be paid by the employee. Where evidence of insurability is required (life or disability), employees are responsible for submitting all required documentation. Employees are also required to submit dependent documentation, including social security numbers, marriage license, birth certificate(s), and tax documentation required to prove current dependent eligibility. Failure to submit documentation will result in benefits not being approved.

**14.6** Any paraeducator granted a leave of absence as provided in this Collective Bargaining Agreement shall have the option to remain on active participation in all fringe benefit programs for a maximum of two years, provided that the premiums for insurance programs shall be paid by the paraeducator on a monthly basis in advance of the month due.

**14.7** The effective date of health plan insurance for newly hired employees shall be the first day of the month following 60 days of employment.

**14.8** Once the benefits eligibility waiting period has been met, each employee covered under this Collective Bargaining Agreement shall be enrolled in the Polk County School Board (PCSB) Health Plan with the applicable monthly employee contribution based on the coverage tier elected. Failure to waive the PCSB Health Plan will result in automatic enrollment in the “Employee Only” coverage tier.

**14.9** The PCSB Health Plan is considered Section 125 of the IRS code which allows employees to use pre-tax dollars to pay the premiums. Benefit elections, including automatic enrollment must remain in effect until the next Annual Open Enrollment Period unless a qualifying event is experienced. Examples of qualifying events include but are not limited to marriage, divorce, birth, death, adoption, gain or loss of coverage.

**14.10** The Insurance Committee shall be established by the Superintendent to study and make recommendations concerning health, life, dental and vision insurance coverage. The Association may appoint up to six individuals to serve on the committee. Those six being the total number appointed by the Association for all bargaining units represented by the Association.

The committee shall meet at a minimum four (4) times a year at the end of each quarter to review health insurance plan utilization data.

The committee will make its recommendations to the Superintendent with copies to the Board at a date established by the Business Services Division’s Risk Management and Employee Benefits Department, but no later than sixty (60) days prior to the bid date, or thirty (30) days prior to expiration of the current policy, if no bids are to be taken. The District and Association bargaining teams may consider recommendations from the Superintendent’s Insurance Committee.

## ARTICLE XV. MISCELLANEOUS PROVISIONS

### 15.1 NON-DISCRIMINATION:

The School Board of Polk County, Florida prohibits any and all forms of discrimination and harassment. It is the policy of Polk County Public Schools to not discriminate in admission or access to, or employment in its programs and activities on the basis of race, color, national origin, religion, sex, gender, sexual orientation, gender expression or identity, pregnancy, age, homelessness, disability, or the use of trained guide dog or service animal, veteran or military status, marital status, genetic information, or other legally protected classification in its educational programs or services.

**15.2 NOTICE:** Official notices regarding this agreement shall be made in writing.

### 15.3 FAILURE TO RATIFY:

If either party shall refuse to ratify the agreement reached by the negotiating teams, the rejecting party shall state in writing to the other party the reasons for its rejection. Said notification of failure to ratify shall result in prompt resumption of negotiations by the teams. When both teams approve the negotiated agreement or amendment(s) thereto, the same shall be resubmitted for ratification. Upon receipt of notice of ratification by the Association, the Board shall at its next official meeting take action.

## ARTICLE XVI. MAINTENANCE OF STANDARDS

**16.1** Should any provision of this agreement be declared illegal by a court of competent jurisdiction or as a result of state or federal legislation, said provision shall be bargained by mutual agreement of the parties to the extent that it violates the law. In accordance with Florida law, in the event of a conflict created by a statute or rule enacted subsequent to this contract's existence, the terms of this contract will remain in full effect until the parties negotiate to resolve any conflicts created by such imposed acts. When such a conflict arises, the parties shall meet in negotiations to resolve any conflicts created by such imposed acts within a period of ten business days to begin negotiations. The remaining provisions shall remain in full force and effect for the duration of this agreement if not affected by the modified provision. The Association does not waive its right to avail itself of all legal remedies.

**16.2** No employee employed within the bargaining unit shall, as a result of omission or oversight in the negotiation of this agreement, suffer a reduction in pay, loss of economic fringe benefits, or loss of experience credit previously granted.

**16.3** This agreement shall supersede any rules, regulations, or practices of the Board which shall be contrary to or inconsistent with the terms of this agreement. The provisions of this agreement shall be established policies of the Board.

## ARTICLE XVII. NO STRIKE

The Association shall not authorize, sanction, condone, engage in or acquiesce in any strike as defined in Florida Statutes [447.203\(6\)](#), [447.501\(2\)\(e\)](#), and [447.505](#). "Strike" means the concerted failure to report for duty, the concerted absence of employees from their positions, the concerted stoppage of work, the concerted submission of resignations, the concerted abstinence in whole or in part by any group of employees from the full and faithful performance of the duties of employment with a public employer, for the purpose of inducing, influencing, condoning or coercing a change in the terms and conditions of employment or participating in a deliberate and concerted course of conduct which adversely affects the

services of the public employer, the concerted failure to report for work after the expiration of a collective bargaining agreement and picketing in furtherance of a work stoppage.

## **ARTICLE XVIII. GRIEVANCE PROCEDURE:**

### **18.1 PURPOSES:**

- A. To set forth an orderly method for processing grievances to a resolution.
- B. To secure, at the lowest level possible, solutions to complaints or grievances.

### **18.2 DEFINITIONS:**

- A. A grievance is defined as (1) claim by a grievant that there has been a violation, misinterpretation, misapplication, or inequitable application of the terms of this agreement;
- B. A grievant may be an employee, a group of employees, or the Association. Class action grievances shall be initiated by the Association at Step II.
- C. The employer is The School Board of Polk County, Florida, or those in the role of management for the School Board of Polk County, Florida.
- D. Days mean workdays excluding Saturday, Sunday, and holidays.
- E. Immediate supervisor is the individual in the role of management for the Board. Each employee shall have only one immediate supervisor at a particular school or department.
- F. Association shall mean the employee organization and its agents certified as the exclusive bargaining agent pursuant to Florida Statutes.

### **18.3 PROCEDURES:**

- A. It is important that grievances be handled as rapidly as possible. The number of days indicated at each level should be considered as maximum and every effort should be made to expedite the process. If the grievant fails to submit the grievance to the next step within the time limits as provided, the grievance will be deemed to have been resolved. If the immediate supervisor fails to respond to the grievance within the time limits as provided, the grievance may be carried to the next step immediately. However, time limits may be extended by either party upon one day's written notice to the other party. Such extension shall not exceed ten (10) workdays, except in cases of emergency.
- B. When grievance meetings and conference are held during school hours, all employees whose presence is required shall be excused with pay for the purpose of appearing. All meetings shall be by mutual agreement.
- C. When illness or other incapacity of the grievant or managerial representative of the Board prevents his/her presence at a grievance meeting, the time limits shall be extended to such time that the grievant or representative of the Board can be present.
- D. All documents, communications and records dealing with the processing of a grievance shall be filed separately from personnel files of the participants and this information shall not be transmitted outside the District, except in court cases or subpoenas.
- E. In the case of a grievance in which the Association is involved, the Association and administration shall mutually agree on the date and time of all proposed grievance meetings, and the Association shall be advised in writing of the adjustments and proposed resolutions beyond the informal procedure. In grievance cases where the Association is not involved in representing the grievant, the Association shall be advised in writing of all proposed grievance meetings, adjustments and proposed resolutions beyond the informal procedure. The Association shall have the right to send an observer to all grievance meetings.

F. In the event a grievance is filed on or after June 1, time limits for the Informal Procedure, Steps I and II, shall consist of a total of seven (7) workdays so that the grievance may be resolved before June 30. If the grievance is continued to Step III, the Board shall consider this grievance within fifteen (15) workdays following the conclusion of Step II.

G. During this grievance procedure, if there are administrators present in addition to the principal and a member of his/her managerial staff, the employee shall be entitled to have additional representatives of the Association, including staff.

H. When the Association is made aware of a problem, it shall try to settle the problem informally with the principal. If, as a result of the discussion, a problem still exists, the Association shall, within ten (10) workdays, submit to the area superintendent a completed copy of the grievance form ([APPENDIX A - OFFICIAL GRIEVANCE FORM](#)).

I. At Steps I, II, III, and IV, Association Staff may be involved.

J. The District shall ensure all prospective employee participants are present at the meetings, unless attendance impacts student instruction. The parties shall mutually agree to the required meeting participants.

## **18.4 RESOLUTION PROCEDURE:**

### **INFORMAL PROCEDURE:**

If a member of a bargaining unit believes he/she has a grievance, he/she shall first discuss the matter in good faith with his/her immediate supervisor in an effort to resolve the problem informally. This action shall take place within fifteen (15) workdays after the grievant knew or could reasonably have been expected to know of the event giving rise to the grievance.

At the informal procedure, the grievant may be accompanied by an Association member representative. The immediate supervisor or principal may have a member of his managerial staff, or if none exists, an assistant principal from another school at the meeting in the event that an Association member representative is present. The Informal Procedure may be postponed until such time as a knowledgeable person mutually agreed upon by both parties can be present. In this informal action, the grievant shall advise his/her supervisor of the particular section of the agreement alleged to have been violated. No record shall be maintained. The immediate supervisor will respond to the grievance within two (2) workdays after the informal meeting.

**STEP I:** If, as a result of the informal discussion with the immediate supervisor, a grievance still exists, the grievant shall, within ten (10) workdays after the informal discussion, submit to the area superintendent/assistant superintendent a completed copy of the grievance form ([APPENDIX A - OFFICIAL GRIEVANCE FORM](#)). This time limit shall not apply in cases where the nature of the grievance is continuous, or when the resolution agreed to at the informal level has not or cannot be implemented. Within ten (10) workdays after the receipt of the written grievance, the area superintendent/assistant superintendent shall arrange and meet with grievant and/or the Association in an effort to resolve the grievance. The area superintendent/assistant superintendent shall indicate his/her proposed resolutions of the grievance in writing at the appropriate place on the grievance form within five (5) workdays after such meeting and send copies thereof to the grievant and the Association.

**STEP II:** If the grievant is not satisfied with the proposed resolutions of the grievance at Step I, such grievant may appeal, by filing a form as contained in the Appendices to this contract, with the Superintendent, within ten (10) workdays after receipt of the decision at Step I. The Superintendent shall arrange and meet with the grievant and/or Association within six (6) workdays after the receipt of the grievance in an effort to resolve the problem. At least one (1) workday prior to the meeting each party shall give to the other a list of prospective participants. The District shall ensure all prospective employee participants are present at the meetings, unless attendance impacts student instruction. The parties shall

mutually agree to the required meeting participants. The Superintendent shall indicate his/her proposed resolutions of the grievance in writing within five (5) workdays after the meeting and shall furnish a copy thereof to the Association, the grievant and the immediate supervisor.

**STEP III:** In the event the Association is not satisfied with the proposed resolution of the grievance made by the Superintendent, or if no proposed resolution has been made within five (5) workdays of such meeting, then within ten (10) workdays thereafter, the grievance shall be transmitted to the Board by filing a copy with the Chairperson of the Board. The Board shall, within thirty (30) workdays, meet publicly for the purpose of discussing with the grievant and/or Association and the Superintendent or Superintendent's Designee the grieved issue(s) and proposed resolution. The proposed resolution by the Board shall be made and announced within three (3) workdays of the public hearing. A copy of such proposed resolution shall be furnished to the Association, the grievant, the immediate supervisor, and the Superintendent.

**STEP IV:** In the event the Association is not satisfied with the proposed resolution of the grievance by the Board, the grievance may be submitted to arbitration before an impartial arbitrator. Notice of such submission shall be given in writing to the Superintendent within five (5) workdays after the Association has received a written proposed resolution from the Board. The arbitrator shall be selected from the American Arbitration Association or Federal Mediation Conciliation Services (FMCS) in accord with its rules, which likewise govern the arbitration proceedings. If one of the parties chooses to arbitrate through the American Arbitration Association, said party will pay the difference of the costs associated with the more expensive agency.

#### **PROVISIONS:**

1. The arbitrator shall not have power to alter, add to, or subtract from the terms of this agreement.
2. The Board and the grievant shall not be permitted to assert in such arbitration proceeding any ground or rely on any evidence not previously disclosed to the other party. Both parties agree that the award of the arbitrator shall be final and binding.
3. The Board and the Association shall share equally the fees and expenses of the arbitrator when the grievance is processed by the Association. Neither the bargaining agent nor the Board shall be responsible for the cost of grievance arbitration by a member of the bargaining unit when the grievance is not processed by the Association.
4. If the Board refuses to arbitrate a grievance arising under this agreement, the arbitrator appointed according to the above grievance procedure shall proceed on an ex parte basis. However, the Board shall continue to share the cost of the arbitration.
5. Adjustment of any grievance as described herein shall not be inconsistent with the provisions of this agreement.
6. No reprisals of any kind shall be taken against any party in interest participating in the grievance procedure.
7. Notwithstanding the expiration of this agreement, any grievance arising while the agreement was in effect may be processed through the grievance procedure until resolution.
8. Any Paraeducator for whom a grievance is sustained shall be reimbursed in accordance with the award of the arbitrator.
9. The Association reserves the right to insure the proper use of the grievance procedure for the bargaining unit. If the Association has declined to process or further process any grievance presented to it, and if any employee or group of employees desire to process it or further process their own grievance through this procedure, the bargaining agent shall be sent copies of all written communications sent by the employer or the employee(s) involved. Further, nothing herein contained shall be construed to prevent any public employees from presenting, at any

time, their own grievance(s) in person or by legal counsel to the employer and having such grievances adjusted without the intervention of the bargaining agent, provided however, that the adjustment is not inconsistent with the terms of the collective bargaining agreement then in effect and provided further that the bargaining agent has been given notice and reasonable opportunity to be present at any meeting called for the resolution of such grievance.

10. Should either party request a transcript of the proceedings at Step IV, then the party shall bear the full costs of the transcript. If each party requests a transcript, the cost of the two transcripts will be divided equally between the parties.
11. Each party shall bear the full cost of its representation at all steps of the grievance procedures.
12. An employee shall have the right to have an Association member representative present when a grievance is being discussed. In a case where no Association member representative is present to attend the informal procedure, the discussion may be postponed, and the Association staff will have the right to appoint an Association member to attend the informal session.
13. The grievant may, after the Informal Procedure, present the grievance in writing to the Association who will provide an opportunity for a meeting with the grievant to decide the merits of the case within five (5) workdays after receipt of the grievance by the Association.

## ARTICLE XIX. SALARIES

**19.1** Salaries for paraeducators shall be shown in [APPENDIX C – PARAEDUCATOR SALARY SCHEDULE](#). The effective date of the salary schedule shall be the first working day of the contractual work year for each employee.

**19.2** All paraeducators will be paid for 186 days unless otherwise specified in the Glossary of Terms or in [APPENDIX B – PARAEDUCATOR PAY GRADES](#) Paraeducator Pay Grades. Salaries for paraeducators who were employed as of the last day of the school year and continue employment the following year shall be paid in twenty-four (24) equal payments over twelve (12) months. Employees working for Polk County School Board prior to July 1, 2020, shall be paid in twelve (12) equal payments over twelve months unless the employee has opted to be paid semi-monthly in twenty-four (24) equal payments over twelve (12) months. Once an employee has chosen to be paid semi-monthly, that employee shall not be able revert back to twelve (12) equal payments over twelve (12) months.

- a. Schedule for Twelve (12) equal payments over twelve (12) months (only available to employees working for Polk County School Board before July 1, 2020): Said payment shall begin in August and be made on the last banking day of each month during the school term and on the last banking day of each month during June, and July.
- b. Schedule for Twenty-four (24) equal payments over twelve (12) months (all employees hired after July 1, 2020, and other employees hired prior to July 1, 2020, who have opted in to semi-monthly): Said payment shall begin on the last banking day of August and be made on the 15<sup>th</sup> of the month or last banking day prior to the 15<sup>th</sup> of the month and last banking day of each month thereafter.

**19.2-1** For paraeducators working overtime or additional days during breaks, including the summer break, time worked and submitted to the Payroll Department by an established payroll cutoff date will be paid in that same month.

**19.2-2** Employees separating from service after completing their contract with the Board shall notify the Payroll Department in writing, no later than June 10, to request their final contract payout in the next full payroll cycle following their last day of employment. Employees separating from service

during the term of their contract with the Board shall receive their final payout in the next full payroll cycle.

**19.2-3** Employees on a Board approved unpaid leave may notify the Payroll Department in writing, concurrently with the request for leave, to request that existing holdback funds (as applicable) be applied to receive a full paycheck until their holdback is exhausted.

**19.2-4** The parties agree to allow employees hired prior to July 1, 2020, an opportunity to switch payroll options from twelve (12) equal payments over twelve (12) months to the semi-monthly option of twenty-four (24) equal payments over twelve (12) months each spring starting on the first workday in April through the last work day in April. Once an employee opts into semi-monthly pay, they may not revert to twelve (12) equal payments over twelve (12) months.

**19.3** Regularly recurring duties beyond the contracted duty day will be paid at the employees' regular rate of pay in accordance with the federal wage and hour guidelines. All work contracted and performed beyond a 40-hour work week will be paid at "time and a half" of the employee's hourly rate of pay. (Example: Asst. Volleyball Coach \$1,340 divided by \$12.00 (\$8.00 + \$4.00) = 111.66 hours.)

#### **19.4 Work Experience Credit for Salary Purposes**

It shall be the responsibility of the employee to provide verification of experience or credentials specific to his/her position, to the Human Resource Services Division Personnel Department within ninety (90) calendar days of hire date to be paid retroactively to the date of hire.

Experience verification received more than ninety (90) calendar days from date of hire will be effective on the date received by the Human Resource Services Division Personnel Department.

**19.4-1 Polk County Public Schools Work Experience:** Experience credit for previous work in Polk County Public Schools as a paraeducator will be given year for year salary experience on [Appendix C - Paraeducator Salary Schedule](#). A year of experience is defined as working one day over one-half of the number of days assigned in Appendix B - Paraeducator Pay Grades for a paraeducator's assigned job title.

**19.4-2 Non-Polk County Public Schools Work Experience:** Employees may receive up to one (1) year credit on the appropriate salary schedule for each two (2) years worked as a paraeducator in a public or accredited private school. Licensed pre-kindergarten programs with at least three (3) full-time employees are considered accredited private schools.

**19.5** Licensed Practical Nurses and Sign Language Interpreters may receive experience credit only for prior employment in their field given one (1) year credit for every year worked.

**19.6 Child Development Associate Teacher (CDAT):** Comparable experience will be credited, year for year, as a pre-kindergarten teacher in a licensed program with at least 3 (three) employees, or as a preschool teacher or preschool paraeducator in a public school classroom.

**19.7 Teacher Work Experience:** Credit for previous teaching experience in an accredited school system shall be granted on a year for year basis on the salary schedule.

**19.8 Clerical/Secretarial Work Experience:** Experience credit for work as a secretary, in Polk County Public Schools will be given year for year on [Appendix C - Paraeducator Salary Schedule](#)

**19.9 Military Service Experience Credit:** For the purpose of placement on the appropriate salary schedule, paraeducators will be granted up to four (4) years' experience credit for military service. All pay grades are eligible for military service credit. Military service credit is payable at the rate of \$200 per year added to the base salary of the paraeducator.

**19.10 Network Manager Related Experience Salary Credit:** See [Appendix G](#).

**19.11** Paraeducators who complete the Professional Development Department authorized 30-hour in-service program within a two-year period will have \$200.00 added to their annual base salary. The

Professional Development Department shall offer a 30-hour program within the two-year period. Paraeducators completing the authorized program within the two years shall be reported to the Human Resource Services Division by the Professional Development Department. Salary adjustment will be effective at the beginning of the next pay period following completion of the course.

**19.11-1** Interpreters who work outside of normal working hours interpreting are paid at their regular hourly rate with a two (2)-hour minimum.

**19.12** Licensed Practical Nurses (LPNs) and Sign Language Interpreters who need workshops or in-service training hours for maintenance of license, credentials or certification shall be reimbursed the cost of such training up to a maximum of \$150.00 per year with prior approval. All requests shall be made to the employee's principal/supervisor and forwarded to the Director of Labor and Employee Relations for approval and reimbursement.

**19.13 College Hours:**

SEMESTER HOURS	EDUCATION DEGREE PROGRAM OR DEGREE RELATED TO POSITION	OTHER DEGREE PROGRAM
30 Hours	\$500.00	\$500.00
60 Hours/AA/AS	\$500.00	\$500.00
90 Hours	\$700.00	\$300.00
BA/BS	\$700.00	\$300.00

Compensation for college credit shall be applied to the employee's base salary. Credited hours must be earned from a regionally accredited college accepted by the State of Florida for certification purposes.

Original transcripts must be submitted to the Personnel Department for each 30-hour increment completed. Credit for participation in an Education Degree Program will require documentation of admission to the College of Education and/or the degree major, either by official original letter from the college, or a degree program notation on the official transcript.

Should the paraeducator transfer to a position outside of this agreement that is ineligible for the college hours supplement(s), the supplement(s) will be removed effective the date of transfer.

**19.14 Overpayments**

Employees who were overpaid for any reason other than those specified in Section 19 shall receive written notice of the overpayment and the opportunity to discuss the matter with the Human Resource Services Division.

The employee shall be notified in writing. The payment or recovery of payroll errors shall be limited to the sum overpaid during the current fiscal year and the previous fiscal year. In addition, payroll records will be corrected for all future wage and/or salary payments.

**19.14-1** The repayment of overpayments shall occur as soon as reasonably possible following notification. Repayment schedules shall be reduced to writing and show the total amount owed and the dollar amount of each installment with the end date. In the event that the employee will not agree to a repayment schedule, recovery of the overpaid sums shall not exceed three percent of the gross pay per pay period until the repayment plan is satisfied. In the event of a factual dispute regarding the reason for or amount of an overpayment, the sole remedy shall be a hearing before a hearing officer agreed upon by the Superintendent/designee, and the Association/employee from a mutually established list of three attorneys. The decision of the hearing officer shall be final and binding. The cost of the hearing shall be borne equally by each side.

**19.14-2** Should the number of annual pay periods be changed; the repayment schedule will be restructured accordingly.

**19.15** In the event an employee is paid for leave time, and/or time not worked, that is determined to be unearned, such overpayment may be withheld in full during the next pay period(s). In the event of an employee's termination for any reason, any and all sums due the School Board may be withheld in full of any sums otherwise due to the employee.

**19.16** In the event an employee believes an overpayment or underpayment has occurred, the employee must report the suspected overpayment or underpayment to the worksite payroll secretary who will begin researching and processing as appropriate.

## **19.17 Underpayments**

Underpayments shall be calculated for the previous 24 months from the date the error is discovered or the date the employee notifies the District in writing, whichever is earlier. Underpayments shall be calculated and paid to the employee within the next two regularly scheduled payroll cycles. Regardless of the length of time an underpayment has been ongoing, payroll will be corrected for all future salary payments. Once an underpayment has been corrected, it may not be later rescinded as an overpayment.

Employees hired after July 1, 2020, or employees who have opted into semi-monthly pay of twenty-four (24) equal payments over twelve (12) months will not be eligible for off-cycle payments except in the event of an employer error.

An off-cycle payment will only be issued if the amount is equal to or greater than two (2) days of pay. In this case, the employee shall be made whole in the next available pay schedule option defined within the monthly payroll calendar defined on the PCPS website. The Chief of Staff in collaboration with the Association will evaluate options for providing any payments(s) outside of this schedule.

**19.18** Employees shall have access to the Staff Portal (<https://staff.mypolkschools.net/>) to view a complete salary detail to include job title, number of regular work hours for the pay period, base salary with the corresponding hourly rate, annual amount of each supplement for which the employee has qualified (as applicable) with the corresponding hourly rate, and total salary with the corresponding hourly rate.

**19.18-1** If an employee is eligible for a monthly recurring supplement payment, it will be reflected within the Staff Portal as part of the hourly rate or listed as a monthly recurring payment. End of year supplements, paid after completion of services relative to the supplement, will only be reflected in the Staff Portal during the pay period in which payment is received.

**19.18-2** This information shall be available within 30 days following the first workday of each fiscal year. If an employee disputes the Staff Portal information, he/she may discuss the matter with a representative of the Human Resource Services Division Personnel Department.

**19.19 Raise and Salary Level Advancement:** Cost of Living Adjustments (COLA) or other potential salary improvements to the Paraeducator salary schedules will be negotiated with any additional funding per the provision in 19.20-3. The parties agree that salary levels no longer equate to years of experience.

**19.20** In the event the Florida Legislature significantly changes the expected funding level received from Florida Education Finance Program (FEFP), including all of its components and at any time during the term of this agreement, the parties agree to discuss and review a concern raised by either party.

**19.20-1** In the event there becomes a reason to expect an excess of funding, the parties agree to determine the amount of such excess and discuss enhancing current employee compensation. The parties recognize that through mutual agreement and ratification by the parties, the current agreed upon compensation could be changed.

**19.20-2** In the event the District feels a need to declare "Financial Urgency" as outlined in §447.4095, *Florida Statutes*, the parties agree to follow the process as outlined in the statute.

**19.20-3** 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 19.20 and 19.20-1 and 19.20-2 regarding financial urgency above.

**19.21** New or additional longevity supplements shall be calculated and paid on the first paycheck of the fiscal year for any employee earning such new or additional supplement.

**19.22** The Board recognizes that some material and equipment may be damaged, broken or lost in the normal course of education. Employees may be charged the current depreciated value of the material or equipment only if gross negligence meaning reckless disregard can be proven. Employees will not be charged for wear and tear caused by normal use.

## **ARTICLE XX. TERM OF CONTRACT:**

The terms and conditions of this contract shall become effective immediately upon ratification of the Board subsequent to the ratification of the Bargaining Unit. Any and all grievances, which may be filed during the term of this contract, will be settled on the basis of the procedure and remedies as set forth in this Collective Bargaining Agreement.

This Collective Bargaining Agreement shall remain in full force and through June 30, 2026, unless agreement is reached before that date. The parties agree that negotiations will continue on an ongoing basis in a collaborative, interest-based approach to resolve problems, with salaries negotiated annually.

The Board and the Association agree to comply with the PERC notification requirements annually.

This Agreement shall not be extended orally.

POLK EDUCATION ASSOCIATION, INC

By: Stephanie Yocan  
PEA President

THE SCHOOL BOARD OF POLK COUNTY, FL

By: Sara Beth Wyrk  
School Board Chair

By: J. Q.  
Superintendent

By: B. W.  
Chief Negotiator  
Associate Superintendent of Human Resources

Date Rec/vd/Association		No:		
Date Filed/Association		Step:		
Rec'vd By:		Filed By:		

### **APPENDIX A - OFFICIAL GRIEVANCE FORM**

Name		Assignment	
Address		School	
Home Phone		School Phone	
Date of Incident			
Relevant Article(s) Of Contract – Policy			
Statement of Grievance			
Relief Sought:			
Signature of Grievant			
Date			
Disposition:			
Signature of Supervisor			
Date			
<b>OFFICE USE ONLY</b>			
Date Received	By		
Date Received	By		
Copies to: Grievant – Association – Supervisor			

## APPENDIX B – PARAEDUCATOR PAY GRADES

Pay Grade	Days/Year	Hours/Day	Hrs/Year	Job Titles
PA01	186	7.5	1395	Basic, 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, ESOL
				Family Services Advocate - Head Start
PA04	186	7.5	1395	Vocational Trainer, Hearing Screener
PA05	186	7.5	1395	Cosmetologist, Massage Therapist
PA06	194	8	1552	Adjudicated Youth Assistant (AYA)
PA07	186	7.5	1395	Title I Family Liaison, Virtual Education Facilitator
	196	8	1568	Child Development Associate Teacher- Childcare Services, Head Start, Home Visitor, and Preschool
	216	8	1728	Family Engagement Liaison
	247	8	1976	Head Start Parent Outreach Facilitator <i>(Current employees in the Head Start POF position are grandfathered into this work calendar as this job changes to Family EL.)</i> Books Bridge Outreach Facilitator
PA08	216	7.5	1620	Network Manager (11-month)
PA09	186	7.5	1395	Specialized ESE Unit Paraeducator, Paraeducators (including ESE Pre-K) assigned to ESE Learning Centers: Doris A. Sanders Learning Center, Jean O'Dell

				Learning Center, and Karen M. Siegel Academy
PA10	186	7.5	1395	LPN
	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

## Sign Language Interpreters

\*Definitions provided for informational purposes only.

### Educational Sign Language Interpreter Levels:

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 2.0 – 5.0 EIPA or National Certification (RID).
- **Apprentice (SL02)** – 6-11 hours of college credit and one of the following credentials: 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 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 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

*Executive Summary of TA: Salaries- Every employee in the Para CBA will receive a 2% raise to their current pay level.*

PA01	24-25	24-25	24-25	25-26	Tentative Agreement 2025-2026			
	New Hire Placement	PA01 \$/HR	1395 hours annualized	New Hire Placement	PA01 \$/HR	1395 hours annualized	Raise Increase in Dollars	Percent Increase
PA 01A	0	\$15.39	\$21,469	0-1	<b>\$15.70</b>	<b>\$21,898</b>	\$429	2.0%
PA 01B 01	1	\$15.86	\$22,125	2	<b>\$16.18</b>	<b>\$22,567</b>	\$442	2.0%
PA 01B 02	2	\$15.86	\$22,125	3	<b>\$16.18</b>	<b>\$22,567</b>	\$442	2.0%
PA 01B 03	3	\$15.86	\$22,125	4	<b>\$16.18</b>	<b>\$22,567</b>	\$442	2.0%
PA 01B 04	4	\$15.86	\$22,125	5	<b>\$16.18</b>	<b>\$22,567</b>	\$442	2.0%
PA 01B 05	5	\$15.86	\$22,125	6	<b>\$16.18</b>	<b>\$22,567</b>	\$442	2.0%
PA 01B 06	6	\$16.33	\$22,780	7	<b>\$16.66</b>	<b>\$23,236</b>	\$456	2.0%
PA 01B 07	7	\$16.33	\$22,780	8	<b>\$16.66</b>	<b>\$23,236</b>	\$456	2.0%
PA 01B 08	8	\$16.33	\$22,780	9	<b>\$16.66</b>	<b>\$23,236</b>	\$456	2.0%
PA 01B 09	9	\$16.33	\$22,780	10	<b>\$16.66</b>	<b>\$23,236</b>	\$456	2.0%
PA 01B 10	10	\$16.33	\$22,780	11	<b>\$16.66</b>	<b>\$23,236</b>	\$456	2.0%
PA 01C 11	11	\$16.82	\$23,464	12	<b>\$17.16</b>	<b>\$23,933</b>	\$469	2.0%
PA 01C 12	12	\$16.82	\$23,464	13	<b>\$17.16</b>	<b>\$23,933</b>	\$469	2.0%
PA 01C 13	13	\$16.82	\$23,464	14	<b>\$17.16</b>	<b>\$23,933</b>	\$469	2.0%
PA 01C 14	14	\$16.82	\$23,464	15	<b>\$17.16</b>	<b>\$23,933</b>	\$469	2.0%
PA 01C 15	15	\$16.82	\$23,464	16	<b>\$17.16</b>	<b>\$23,933</b>	\$469	2.0%
PA 01D 16	16	\$17.33	\$24,175	17	<b>\$17.68</b>	<b>\$24,659</b>	\$484	2.0%
PA 01D 17	17	\$17.33	\$24,175	18	<b>\$17.68</b>	<b>\$24,659</b>	\$484	2.0%
PA 01D 18	18	\$17.33	\$24,175	19	<b>\$17.68</b>	<b>\$24,659</b>	\$484	2.0%
PA 01D 19	19	\$17.33	\$24,175	20	<b>\$17.68</b>	<b>\$24,659</b>	\$484	2.0%
PA 01D 20	20	\$17.33	\$24,175	21	<b>\$17.68</b>	<b>\$24,659</b>	\$484	2.0%
PA 01D 21	21	\$17.33	\$24,175	22	<b>\$17.68</b>	<b>\$24,659</b>	\$484	2.0%
PA 01E	22	\$17.85	\$24,901	23	<b>\$18.21</b>	<b>\$25,399</b>	\$498	2.0%
PA 01F	23	\$18.38	\$25,640	24	<b>\$18.75</b>	<b>\$26,153</b>	\$513	2.0%
PA 01G	24	\$19.12	\$26,672	25	<b>\$19.50</b>	<b>\$27,206</b>	\$533	2.0%
PA 01H	25	\$19.88	\$27,733	26	<b>\$20.28</b>	<b>\$28,287</b>	\$555	2.0%
PA 01I	26	\$20.48	\$28,570	27	<b>\$20.89</b>	<b>\$29,141</b>	\$571	2.0%
PA 01J	27	\$21.09	\$29,421	28	<b>\$21.51</b>	<b>\$30,009</b>	\$588	2.0%
PA 01K	28	\$22.50	\$31,388	29	<b>\$22.95</b>	<b>\$32,015</b>	\$628	2.0%
PA 01L	29	\$22.50	\$31,388	30	<b>\$22.95</b>	<b>\$32,015</b>	\$628	2.0%
PA 01M	30+	\$23.63	\$32,964	31+	<b>\$24.10</b>	<b>\$33,623</b>	\$659	2.0%

	24-25	24-25	24-25	25-26	Tentative Agreement 2025-2026			
PA02	New Hire Placement	PA02 \$/HR	1395 hours annualized	New Hire Placement	PA02 \$/HR	1395 hours annualized	Raise Increase in Dollars	Percent Increase
PA 02 A	0	\$15.64	\$21,818	0-1	<b>\$15.95</b>	<b>\$22,254</b>	436	2.0%
PA 02 B 01	1	\$16.11	\$22,473	2	<b>\$16.43</b>	<b>\$22,923</b>	449	2.0%
PA 02 B 02	2	\$16.11	\$22,473	3	<b>\$16.43</b>	<b>\$22,923</b>	449	2.0%
PA 02 B 03	3	\$16.11	\$22,473	4	<b>\$16.43</b>	<b>\$22,923</b>	449	2.0%
PA 02 B 04	4	\$16.11	\$22,473	5	<b>\$16.43</b>	<b>\$22,923</b>	449	2.0%
PA 02 B 05	5	\$16.11	\$22,473	6	<b>\$16.43</b>	<b>\$22,923</b>	449	2.0%
PA 02 B 06	6	\$16.58	\$23,129	7	<b>\$16.91</b>	<b>\$23,592</b>	463	2.0%
PA 02 B 07	7	\$16.58	\$23,129	8	<b>\$16.91</b>	<b>\$23,592</b>	463	2.0%
PA 02 B 08	8	\$16.58	\$23,129	9	<b>\$16.91</b>	<b>\$23,592</b>	463	2.0%
PA 02 B 09	9	\$16.58	\$23,129	10	<b>\$16.91</b>	<b>\$23,592</b>	463	2.0%
PA 02 B 10	10	\$16.58	\$23,129	11	<b>\$16.91</b>	<b>\$23,592</b>	463	2.0%
PA 02 C 11	11	\$17.07	\$23,813	12	<b>\$17.41</b>	<b>\$24,289</b>	476	2.0%
PA 02 C 12	12	\$17.07	\$23,813	13	<b>\$17.41</b>	<b>\$24,289</b>	476	2.0%
PA 02 C 13	13	\$17.07	\$23,813	14	<b>\$17.41</b>	<b>\$24,289</b>	476	2.0%
PA 02 C 14	14	\$17.07	\$23,813	15	<b>\$17.41</b>	<b>\$24,289</b>	476	2.0%
PA 02 C 15	15	\$17.07	\$23,813	16	<b>\$17.41</b>	<b>\$24,289</b>	476	2.0%
PA 02 D 16	16	\$17.58	\$24,524	17	<b>\$17.93</b>	<b>\$25,015</b>	490	2.0%
PA 02 D 17	17	\$17.58	\$24,524	18	<b>\$17.93</b>	<b>\$25,015</b>	490	2.0%
PA 02 D 18	18	\$17.58	\$24,524	19	<b>\$17.93</b>	<b>\$25,015</b>	490	2.0%
PA 02 D 19	19	\$17.58	\$24,524	20	<b>\$17.93</b>	<b>\$25,015</b>	490	2.0%
PA 02 D 20	20	\$17.58	\$24,524	21	<b>\$17.93</b>	<b>\$25,015</b>	490	2.0%
PA 02 D 21	21	\$17.58	\$24,524	22	<b>\$17.93</b>	<b>\$25,015</b>	490	2.0%
PA 02 E	22	\$18.10	\$25,250	23	<b>\$18.46</b>	<b>\$25,754</b>	505	2.0%
PA 02 F	23	\$18.63	\$25,989	24	<b>\$19.00</b>	<b>\$26,509</b>	520	2.0%
PA 02 G	24	\$19.37	\$27,021	25	<b>\$19.76</b>	<b>\$27,562</b>	540	2.0%
PA 02 H	25	\$20.13	\$28,081	26	<b>\$20.53</b>	<b>\$28,643</b>	562	2.0%
PA 02 I	26	\$20.73	\$28,918	27	<b>\$21.14</b>	<b>\$29,497</b>	578	2.0%
PA 02 J	27	\$21.34	\$29,769	28	<b>\$21.77</b>	<b>\$30,365</b>	595	2.0%
PA 02 K	28	\$22.75	\$31,736	29	<b>\$23.21</b>	<b>\$32,371</b>	635	2.0%
PA 02 L	29	\$22.75	\$31,736	30	<b>\$23.21</b>	<b>\$32,371</b>	635	2.0%
PA 02 M	30+	\$23.89	\$33,327	31+	<b>\$24.37</b>	<b>\$33,993</b>	667	2.0%

	24-25	24-25	24-25	24-25	25-26	Tentative Agreement 2025-2026			
PA03	New Hire Placement	PA03 \$/HR	1395 hours annualized	1976 hours annualized	New Hire Placement	PA03 \$/HR	1395 hours annualized	Raise Increase in Dollars	Percent Increase
PA 03 A	0	\$15.89	\$22,167	\$31,399	0-1	<b>\$16.21</b>	<b>\$22,610</b>	\$443	2.0%
PA 03 B 01	1	\$16.36	\$22,822	\$32,327	2	<b>\$16.69</b>	<b>\$23,279</b>	\$456	2.0%
PA 03 B 02	2	\$16.36	\$22,822	\$32,327	3	<b>\$16.69</b>	<b>\$23,279</b>	\$456	2.0%
PA 03 B 03	3	\$16.36	\$22,822	\$32,327	4	<b>\$16.69</b>	<b>\$23,279</b>	\$456	2.0%
PA 03 B 04	4	\$16.36	\$22,822	\$32,327	5	<b>\$16.69</b>	<b>\$23,279</b>	\$456	2.0%
PA 03 B 05	5	\$16.36	\$22,822	\$32,327	6	<b>\$16.69</b>	<b>\$23,279</b>	\$456	2.0%
PA 03 B 06	6	\$16.83	\$23,478	\$33,256	7	<b>\$17.17</b>	<b>\$23,947</b>	\$470	2.0%
PA 03 B 07	7	\$16.83	\$23,478	\$33,256	8	<b>\$17.17</b>	<b>\$23,947</b>	\$470	2.0%
PA 03 B 08	8	\$16.83	\$23,478	\$33,256	9	<b>\$17.17</b>	<b>\$23,947</b>	\$470	2.0%
PA 03 B 09	9	\$16.83	\$23,478	\$33,256	10	<b>\$17.17</b>	<b>\$23,947</b>	\$470	2.0%
PA 03 B 10	10	\$16.83	\$23,478	\$33,256	11	<b>\$17.17</b>	<b>\$23,947</b>	\$470	2.0%
PA 03 C 11	11	\$17.32	\$24,161	\$34,224	12	<b>\$17.67</b>	<b>\$24,645</b>	\$483	2.0%
PA 03 C 12	12	\$17.32	\$24,161	\$34,224	13	<b>\$17.67</b>	<b>\$24,645</b>	\$483	2.0%
PA 03 C 13	13	\$17.32	\$24,161	\$34,224	14	<b>\$17.67</b>	<b>\$24,645</b>	\$483	2.0%
PA 03 C 14	14	\$17.32	\$24,161	\$34,224	15	<b>\$17.67</b>	<b>\$24,645</b>	\$483	2.0%
PA 03 C 15	15	\$17.32	\$24,161	\$34,224	16	<b>\$17.67</b>	<b>\$24,645</b>	\$483	2.0%
PA 03 D 16	16	\$17.83	\$24,873	\$35,232	17	<b>\$18.19</b>	<b>\$25,370</b>	\$497	2.0%
PA 03 D 17	17	\$17.83	\$24,873	\$35,232	18	<b>\$18.19</b>	<b>\$25,370</b>	\$497	2.0%
PA 03 D 18	18	\$17.83	\$24,873	\$35,232	19	<b>\$18.19</b>	<b>\$25,370</b>	\$497	2.0%
PA 03 D 19	19	\$17.83	\$24,873	\$35,232	20	<b>\$18.19</b>	<b>\$25,370</b>	\$497	2.0%
PA 03 D 20	20	\$17.83	\$24,873	\$35,232	21	<b>\$18.19</b>	<b>\$25,370</b>	\$497	2.0%
PA 03 D 21	21	\$17.83	\$24,873	\$35,232	22	<b>\$18.19</b>	<b>\$25,370</b>	\$497	2.0%
PA 03 E	22	\$18.35	\$25,598	\$36,260	23	<b>\$18.72</b>	<b>\$26,110</b>	\$512	2.0%
PA 03 F	23	\$18.88	\$26,338	\$37,307	24	<b>\$19.26</b>	<b>\$26,864</b>	\$527	2.0%
PA 03 G	24	\$19.62	\$27,370	\$38,769	25	<b>\$20.01</b>	<b>\$27,917</b>	\$547	2.0%
PA 03 H	25	\$20.38	\$28,430	\$40,271	26	<b>\$20.79</b>	<b>\$28,999</b>	\$569	2.0%
PA 03 I	26	\$20.98	\$29,267	\$41,456	27	<b>\$21.40</b>	<b>\$29,852</b>	\$585	2.0%
PA 03 J	27	\$21.59	\$30,118	\$42,662	28	<b>\$22.02</b>	<b>\$30,720</b>	\$602	2.0%
PA 03 K	28	\$23.00	\$32,085	\$45,448	29	<b>\$23.46</b>	<b>\$32,727</b>	\$642	2.0%
PA 03 L	29	\$23.00	\$32,085	\$45,448	30	<b>\$23.46</b>	<b>\$32,727</b>	\$642	2.0%
PA 03 M	30+	\$24.15	\$33,689	\$47,720	31+	<b>\$24.63</b>	<b>\$34,363</b>	\$674	2.0%

	24-25	24-25	24-25	25-26	Tentative Agreement 2025-2026			
PA04	New Hire Placement	PA04 \$/HR	1395 hours annualized	New Hire Placement	PA04 \$/HR	1395 hours annualized	Raise Increase in Dollars	Percent Increase
PA 04 A	0	\$16.44	\$22,545	0-1	<b>\$16.46</b>	<b>\$22,966</b>	\$450	2.0%
PA 04 B 01	1	\$16.61	\$23,171	2	<b>\$16.94</b>	<b>\$23,634</b>	\$463	2.0%
PA 04 B 02	2	\$16.61	\$23,171	3	<b>\$16.94</b>	<b>\$23,634</b>	\$463	2.0%
PA 04 B 03	3	\$16.61	\$23,171	4	<b>\$16.94</b>	<b>\$23,634</b>	\$463	2.0%
PA 04 B 04	4	\$16.61	\$23,171	5	<b>\$16.94</b>	<b>\$23,634</b>	\$463	2.0%
PA 04 B 05	5	\$16.61	\$23,171	6	<b>\$16.94</b>	<b>\$23,634</b>	\$463	2.0%
PA 04 B 06	6	\$17.08	\$23,827	7	<b>\$17.42</b>	<b>\$24,303</b>	\$477	2.0%
PA 04 B 07	7	\$17.08	\$23,827	8	<b>\$17.42</b>	<b>\$24,303</b>	\$477	2.0%
PA 04 B 08	8	\$17.08	\$23,827	9	<b>\$17.42</b>	<b>\$24,303</b>	\$477	2.0%
PA 04 B 09	9	\$17.08	\$23,827	10	<b>\$17.42</b>	<b>\$24,303</b>	\$477	2.0%
PA 04 B 10	10	\$17.08	\$23,827	11	<b>\$17.42</b>	<b>\$24,303</b>	\$477	2.0%
PA 04 C 11	11	\$17.57	\$24,510	12	<b>\$17.92</b>	<b>\$25,000</b>	\$490	2.0%
PA 04 C 12	12	\$17.57	\$24,510	13	<b>\$17.92</b>	<b>\$25,000</b>	\$490	2.0%
PA 04 C 13	13	\$17.57	\$24,510	14	<b>\$17.92</b>	<b>\$25,000</b>	\$490	2.0%
PA 04 C 14	14	\$17.57	\$24,510	15	<b>\$17.92</b>	<b>\$25,000</b>	\$490	2.0%
PA 04 C 15	15	\$17.57	\$24,510	16	<b>\$17.92</b>	<b>\$25,000</b>	\$490	2.0%
PA 04 D 16	16	\$18.08	\$25,222	17	<b>\$18.44</b>	<b>\$25,726</b>	\$504	2.0%
PA 04 D 17	17	\$18.08	\$25,222	18	<b>\$18.44</b>	<b>\$25,726</b>	\$504	2.0%
PA 04 D 18	18	\$18.08	\$25,222	19	<b>\$18.44</b>	<b>\$25,726</b>	\$504	2.0%
PA 04 D 19	19	\$18.08	\$25,222	20	<b>\$18.44</b>	<b>\$25,726</b>	\$504	2.0%
PA 04 D 20	20	\$18.08	\$25,222	21	<b>\$18.44</b>	<b>\$25,726</b>	\$504	2.0%
PA 04 D 21	21	\$18.08	\$25,222	22	<b>\$18.44</b>	<b>\$25,726</b>	\$504	2.0%
PA 04 E	22	\$18.60	\$25,947	23	<b>\$18.97</b>	<b>\$26,466</b>	\$513	2.0%
PA 04 F	23	\$19.13	\$26,686	24	<b>\$19.51</b>	<b>\$27,220</b>	\$534	2.0%
PA 04 G	24	\$19.87	\$27,719	25	<b>\$20.27</b>	<b>\$28,273</b>	\$554	2.0%
PA 04 H	25	\$20.63	\$28,779	26	<b>\$21.04</b>	<b>\$29,354</b>	\$576	2.0%
PA 04 I	26	\$21.23	\$29,616	27	<b>\$21.65</b>	<b>\$30,208</b>	\$592	2.0%
PA 04 J	27	\$21.84	\$30,467	28	<b>\$22.28</b>	<b>\$31,076</b>	\$609	2.0%
PA 04 K	28	\$23.25	\$32,434	29	<b>\$23.72</b>	<b>\$33,082</b>	\$649	2.0%
PA 04 L	29	\$23.25	\$32,434	30	<b>\$23.72</b>	<b>\$33,082</b>	\$649	2.0%
PA 04 M	30+	\$24.41	\$34,052	31+	<b>\$24.90</b>	<b>\$34,733</b>	\$681	2.0%

	24-25	24-25	24-25	25-26	Tentative Agreement 2025-2026			
PA05	New Hire Placement	PA05 \$/HR	1395 hours annualized	New Hire Placement	PA05 \$/HR	1395 hours annualized	Raise Increase in Dollars	Percent Increase
PA 05 A	0	\$16.39	\$22,864	0-1	<b>\$16.72</b>	<b>\$23,321</b>	\$457	2.0%
PA 05 B 01	1	\$16.86	\$23,520	2	<b>\$17.20</b>	<b>\$23,990</b>	\$470	2.0%
PA 05 B 02	2	\$16.86	\$23,520	3	<b>\$17.20</b>	<b>\$23,990</b>	\$470	2.0%
PA 05 B 03	3	\$16.86	\$23,520	4	<b>\$17.20</b>	<b>\$23,990</b>	\$470	2.0%
PA 05 B 04	4	\$16.86	\$23,520	5	<b>\$17.20</b>	<b>\$23,990</b>	\$470	2.0%
PA 05 B 05	5	\$16.86	\$23,520	6	<b>\$17.20</b>	<b>\$23,990</b>	\$470	2.0%
PA 05 B 06	6	\$17.33	\$24,175	7	<b>\$17.68</b>	<b>\$24,659</b>	\$484	2.0%
PA 05 B 07	7	\$17.33	\$24,175	8	<b>\$17.68</b>	<b>\$24,659</b>	\$484	2.0%
PA 05 B 08	8	\$17.33	\$24,175	9	<b>\$17.68</b>	<b>\$24,659</b>	\$484	2.0%
PA 05 B 09	9	\$17.33	\$24,175	10	<b>\$17.68</b>	<b>\$24,659</b>	\$484	2.0%
PA 05 B 10	10	\$17.33	\$24,175	11	<b>\$17.68</b>	<b>\$24,659</b>	\$484	2.0%
PA 05 C 11	11	\$17.82	\$24,859	12	<b>\$18.18</b>	<b>\$25,356</b>	\$497	2.0%
PA 05 C 12	12	\$17.82	\$24,859	13	<b>\$18.18</b>	<b>\$25,356</b>	\$497	2.0%
PA 05 C 13	13	\$17.82	\$24,859	14	<b>\$18.18</b>	<b>\$25,356</b>	\$497	2.0%
PA 05 C 14	14	\$17.82	\$24,859	15	<b>\$18.18</b>	<b>\$25,356</b>	\$497	2.0%
PA 05 C 15	15	\$17.82	\$24,859	16	<b>\$18.18</b>	<b>\$25,356</b>	\$497	2.0%
PA 05 D 16	16	\$18.33	\$25,570	17	<b>\$18.70</b>	<b>\$26,082</b>	\$511	2.0%
PA 05 D 17	17	\$18.33	\$25,570	18	<b>\$18.70</b>	<b>\$26,082</b>	\$511	2.0%
PA 05 D 18	18	\$18.33	\$25,570	19	<b>\$18.70</b>	<b>\$26,082</b>	\$511	2.0%
PA 05 D 19	19	\$18.33	\$25,570	20	<b>\$18.70</b>	<b>\$26,082</b>	\$511	2.0%
PA 05 D 20	20	\$18.33	\$25,570	21	<b>\$18.70</b>	<b>\$26,082</b>	\$511	2.0%
PA 05 D 21	21	\$18.33	\$25,570	22	<b>\$18.70</b>	<b>\$26,082</b>	\$511	2.0%
PA 05 E	22	\$18.85	\$26,296	23	<b>\$19.23</b>	<b>\$26,822</b>	\$526	2.0%
PA 05 F	23	\$19.38	\$27,035	24	<b>\$19.77</b>	<b>\$27,576</b>	\$541	2.0%
PA 05 G	24	\$20.12	\$28,067	25	<b>\$20.52</b>	<b>\$28,629</b>	\$561	2.0%
PA 05 H	25	\$20.88	\$29,125	26	<b>\$21.30</b>	<b>\$29,710</b>	\$583	2.0%
PA 05 I	26	\$21.48	\$29,965	27	<b>\$21.91</b>	<b>\$30,564</b>	\$599	2.0%
PA 05 J	27	\$22.09	\$30,816	28	<b>\$22.53</b>	<b>\$31,432</b>	\$616	2.0%
PA 05 K	28	\$23.50	\$32,783	29	<b>\$23.97</b>	<b>\$33,438</b>	\$656	2.0%
PA 05 L	29	\$23.50	\$32,783	30	<b>\$23.97</b>	<b>\$33,438</b>	\$656	2.0%
PA 05 M	30+	\$24.68	\$34,429	31+	<b>\$25.17</b>	<b>\$35,117</b>	\$689	2.0%

	24-25	24-25	24-25	25-26	Tentative Agreement 2025-2026			
PA06	New Hire Placement	PA06 \$/HR	1552 hours annualized	New Hire Placement	PA06 \$/HR	1552 hours annualized	Raise Increase in Dollars	Percent Increase
PA 06 A	0	\$18.70	\$29,022	0-1	\$19.07	\$29,603	\$580	2.0%
PA 06 B 01	1	\$19.40	\$30,109	2	\$19.79	\$30,711	\$602	2.0%
PA 06 B 02	2	\$19.40	\$30,109	3	\$19.79	\$30,711	\$602	2.0%
PA 06 B 03	3	\$19.40	\$30,109	4	\$19.79	\$30,711	\$602	2.0%
PA 06 B 04	4	\$19.40	\$30,109	5	\$19.79	\$30,711	\$602	2.0%
PA 06 B 05	5	\$19.40	\$30,109	6	\$19.79	\$30,711	\$602	2.0%
PA 06 B 06	6	\$20.10	\$31,195	7	\$20.50	\$31,819	\$624	2.0%
PA 06 B 07	7	\$20.10	\$31,195	8	\$20.50	\$31,819	\$624	2.0%
PA 06 B 08	8	\$20.10	\$31,195	9	\$20.50	\$31,819	\$624	2.0%
PA 06 B 09	9	\$20.10	\$31,195	10	\$20.50	\$31,819	\$624	2.0%
PA 06 B 10	10	\$20.10	\$31,195	11	\$20.50	\$31,819	\$624	2.0%
PA 06 C 11	11	\$20.80	\$32,282	12	\$21.22	\$32,927	\$646	2.0%
PA 06 C 12	12	\$20.80	\$32,282	13	\$21.22	\$32,927	\$646	2.0%
PA 06 C 13	13	\$20.80	\$32,282	14	\$21.22	\$32,927	\$646	2.0%
PA 06 C 14	14	\$20.80	\$32,282	15	\$21.22	\$32,927	\$646	2.0%
PA 06 C 15	15	\$20.80	\$32,282	16	\$21.22	\$32,927	\$646	2.0%
PA 06 D 16	16	\$21.50	\$33,368	17	\$21.93	\$34,035	\$667	2.0%
PA 06 D 17	17	\$21.50	\$33,368	18	\$21.93	\$34,035	\$667	2.0%
PA 06 D 18	18	\$21.50	\$33,368	19	\$21.93	\$34,035	\$667	2.0%
PA 06 D 19	19	\$21.50	\$33,368	20	\$21.93	\$34,035	\$667	2.0%
PA 06 D 20	20	\$21.50	\$33,368	21	\$21.93	\$34,035	\$667	2.0%
PA 06 D 21	21	\$21.50	\$33,368	22	\$21.93	\$34,035	\$667	2.0%
PA 06 E	22	\$22.20	\$34,454	23	\$22.64	\$35,143	\$689	2.0%
PA 06 F	23	\$22.90	\$35,541	24	\$23.36	\$36,252	\$711	2.0%
PA 06 G	24	\$23.60	\$36,627	25	\$24.07	\$37,360	\$733	2.0%
PA 06 H	25	\$24.30	\$37,714	26	\$24.79	\$38,468	\$754	2.0%
PA 06 I	26	\$25.00	\$38,800	27	\$25.50	\$39,576	\$776	2.0%
PA 06 J	27	\$25.70	\$39,886	28	\$26.21	\$40,684	\$798	2.0%
PA 06 K	28	\$27.00	\$41,904	29	\$27.54	\$42,742	\$838	2.0%
PA 06 L	29	\$27.00	\$41,904	30	\$27.54	\$42,742	\$838	2.0%
PA 06 M	30+	\$28.35	\$43,999	31+	\$28.92	\$44,879	\$880	2.0%

	24-25	24-25	24-25	24-25	24-25	25-26	Tentative Agreement 2025-2026									
PA07	New Hire Placement	PA07 \$/HR	1395 hours annualized	1568 hours annualized	1976 hours annualized	New Hire Placement	PA07 \$/HR	1395 hours annualized	Raise Increase in Dollars	Percent Increase	1568 hours annualized	Raise Increase in Dollars	Percent Increase	1976 hours annualized	Raise Increase in Dollars	Percent Increase
PA 07 A	0	\$18.54	\$25,863	\$29,071	\$36,635	0-1	\$18.91	\$26,381	\$517	2.0%	\$29,652	\$581	2.0%	\$37,368	\$733	2.0%
PA 07 B 01	1	\$19.19	\$26,645	\$29,949	\$37,742	2	\$19.48	\$27,177	\$533	2.0%	\$30,548	\$599	2.0%	\$38,496	\$755	2.0%
PA 07 B 02	2	\$19.19	\$26,645	\$29,949	\$37,742	3	\$19.48	\$27,177	\$533	2.0%	\$30,548	\$599	2.0%	\$38,496	\$755	2.0%
PA 07 B 03	3	\$19.19	\$26,645	\$29,949	\$37,742	4	\$19.48	\$27,177	\$533	2.0%	\$30,548	\$599	2.0%	\$38,496	\$755	2.0%
PA 07 B 04	4	\$19.19	\$26,645	\$29,949	\$37,742	5	\$19.48	\$27,177	\$533	2.0%	\$30,548	\$599	2.0%	\$38,496	\$755	2.0%
PA 07 B 05	5	\$19.19	\$26,645	\$29,949	\$37,742	6	\$19.48	\$27,177	\$533	2.0%	\$30,548	\$599	2.0%	\$38,496	\$755	2.0%
PA 07 B 06	6	\$19.67	\$27,440	\$30,843	\$38,868	7	\$20.06	\$27,988	\$549	2.0%	\$31,459	\$617	2.0%	\$39,645	\$777	2.0%
PA 07 B 07	7	\$19.67	\$27,440	\$30,843	\$38,868	8	\$20.06	\$27,988	\$549	2.0%	\$31,459	\$617	2.0%	\$39,645	\$777	2.0%
PA 07 B 08	8	\$19.67	\$27,440	\$30,843	\$38,868	9	\$20.06	\$27,988	\$549	2.0%	\$31,459	\$617	2.0%	\$39,645	\$777	2.0%
PA 07 B 09	9	\$19.67	\$27,440	\$30,843	\$38,868	10	\$20.06	\$27,988	\$549	2.0%	\$31,459	\$617	2.0%	\$39,645	\$777	2.0%
PA 07 B 10	10	\$19.67	\$27,440	\$30,843	\$38,868	11	\$20.06	\$27,988	\$549	2.0%	\$31,459	\$617	2.0%	\$39,645	\$777	2.0%
PA 07 C 11	11	\$20.26	\$28,263	\$31,768	\$40,034	12	\$20.67	\$28,828	\$565	2.0%	\$32,403	\$635	2.0%	\$40,834	\$801	2.0%
PA 07 C 12	12	\$20.26	\$28,263	\$31,768	\$40,034	13	\$20.67	\$28,828	\$565	2.0%	\$32,403	\$635	2.0%	\$40,834	\$801	2.0%
PA 07 C 13	13	\$20.26	\$28,263	\$31,768	\$40,034	14	\$20.67	\$28,828	\$565	2.0%	\$32,403	\$635	2.0%	\$40,834	\$801	2.0%
PA 07 C 14	14	\$20.26	\$28,263	\$31,768	\$40,034	15	\$20.67	\$28,828	\$565	2.0%	\$32,403	\$635	2.0%	\$40,834	\$801	2.0%
PA 07 C 15	15	\$20.26	\$28,263	\$31,768	\$40,034	16	\$20.67	\$28,828	\$565	2.0%	\$32,403	\$635	2.0%	\$40,834	\$801	2.0%
PA 07 D 16	16	\$20.87	\$29,114	\$32,724	\$41,239	17	\$21.29	\$29,636	\$582	2.0%	\$33,379	\$654	2.0%	\$42,064	\$825	2.0%
PA 07 D 17	17	\$20.87	\$29,114	\$32,724	\$41,239	18	\$21.29	\$29,636	\$582	2.0%	\$33,379	\$654	2.0%	\$42,064	\$825	2.0%
PA 07 D 18	18	\$20.87	\$29,114	\$32,724	\$41,239	19	\$21.29	\$29,636	\$582	2.0%	\$33,379	\$654	2.0%	\$42,064	\$825	2.0%
PA 07 D 19	19	\$20.87	\$29,114	\$32,724	\$41,239	20	\$21.29	\$29,636	\$582	2.0%	\$33,379	\$654	2.0%	\$42,064	\$825	2.0%
PA 07 D 20	20	\$20.87	\$29,114	\$32,724	\$41,239	21	\$21.29	\$29,636	\$582	2.0%	\$33,379	\$654	2.0%	\$42,064	\$825	2.0%
PA 07 D 21	21	\$20.87	\$29,114	\$32,724	\$41,239	22	\$21.29	\$29,636	\$582	2.0%	\$33,379	\$654	2.0%	\$42,064	\$825	2.0%
PA 07 E	22	\$21.49	\$29,979	\$33,698	\$42,464	23	\$21.92	\$30,578	\$600	2.0%	\$34,370	\$674	2.0%	\$43,314	\$849	2.0%
PA 07 F	23	\$22.14	\$30,865	\$34,716	\$43,749	24	\$22.58	\$31,503	\$618	2.0%	\$35,410	\$694	2.0%	\$44,624	\$875	2.0%
PA 07 G	24	\$22.89	\$31,806	\$35,750	\$45,053	25	\$23.26	\$32,442	\$636	2.0%	\$36,465	\$715	2.0%	\$45,954	\$901	2.0%
PA 07 H	25	\$23.49	\$32,769	\$36,832	\$46,416	26	\$23.96	\$33,424	\$655	2.0%	\$37,569	\$737	2.0%	\$47,345	\$926	2.0%
PA 07 I	26	\$24.19	\$33,745	\$37,930	\$47,799	27	\$24.67	\$34,420	\$675	2.0%	\$38,689	\$759	2.0%	\$48,755	\$956	2.0%
PA 07 J	27	\$24.92	\$34,763	\$39,075	\$49,242	28	\$25.42	\$35,459	\$695	2.0%	\$39,856	\$781	2.0%	\$50,227	\$985	2.0%
PA 07 K	28	\$26.09	\$36,270	\$40,768	\$51,376	29	\$26.52	\$36,395	\$725	2.0%	\$41,583	\$815	2.0%	\$52,404	\$1,028	2.0%
PA 07 L	29	\$26.09	\$36,270	\$40,768	\$51,376	30	\$26.52	\$36,395	\$725	2.0%	\$41,583	\$815	2.0%	\$52,404	\$1,028	2.0%
PA 07 M	30+	\$26.95	\$37,595	\$42,258	\$53,253	31+	\$27.49	\$38,347	\$752	2.0%	\$43,103	\$845	2.0%	\$54,318	\$1,065	2.0%

	24-25	24-25	24-25	25-26	Tentative Agreement 2025-2026			
PA08	New Hire Placement	PA08 \$/HR	1620 hours annualized	New Hire Placement	PA08 \$/HR	1620 hours annualized	Raise Increase in Dollars	Percent Increase
PA 08 A	0	\$20.02	\$32,432	0-1	<b>\$20.42</b>	<b>\$33,081</b>	\$649	2.0%
PA 08 B 01	1	\$21.62	\$35,024	2	<b>\$22.05</b>	<b>\$35,725</b>	\$700	2.0%
PA 08 B 02	2	\$21.62	\$35,024	3	<b>\$22.05</b>	<b>\$35,725</b>	\$700	2.0%
PA 08 B 03	3	\$21.62	\$35,024	4	<b>\$22.05</b>	<b>\$35,725</b>	\$700	2.0%
PA 08 B 04	4	\$21.62	\$35,024	5	<b>\$22.05</b>	<b>\$35,725</b>	\$700	2.0%
PA 08 B 05	5	\$21.62	\$35,024	6	<b>\$22.05</b>	<b>\$35,725</b>	\$700	2.0%
PA 08 B 06	6	\$21.62	\$35,024	7	<b>\$22.05</b>	<b>\$35,725</b>	\$700	2.0%
PA 08 B 07	7	\$21.62	\$35,024	8	<b>\$22.05</b>	<b>\$35,725</b>	\$700	2.0%
PA 08 B 08	8	\$21.62	\$35,024	9	<b>\$22.05</b>	<b>\$35,725</b>	\$700	2.0%
PA 08 B 09	9	\$21.62	\$35,024	10	<b>\$22.05</b>	<b>\$35,725</b>	\$700	2.0%
PA 08 B 10	10	\$21.62	\$35,024	11	<b>\$22.05</b>	<b>\$35,725</b>	\$700	2.0%
PA 08 C 11	11	\$23.22	\$37,616	12	<b>\$23.68</b>	<b>\$38,369</b>	\$752	2.0%
PA 08 C 12	12	\$23.22	\$37,616	13	<b>\$23.68</b>	<b>\$38,369</b>	\$752	2.0%
PA 08 C 13	13	\$23.22	\$37,616	14	<b>\$23.68</b>	<b>\$38,369</b>	\$752	2.0%
PA 08 C 14	14	\$23.22	\$37,616	15	<b>\$23.68</b>	<b>\$38,369</b>	\$752	2.0%
PA 08 C 15	15	\$23.22	\$37,616	16	<b>\$23.68</b>	<b>\$38,369</b>	\$752	2.0%
PA 08 D 16	16	\$24.82	\$40,208	17	<b>\$25.32</b>	<b>\$41,013</b>	\$804	2.0%
PA 08 D 17	17	\$24.82	\$40,208	18	<b>\$25.32</b>	<b>\$41,013</b>	\$804	2.0%
PA 08 D 18	18	\$24.82	\$40,208	19	<b>\$25.32</b>	<b>\$41,013</b>	\$804	2.0%
PA 08 D 19	19	\$24.82	\$40,208	20	<b>\$25.32</b>	<b>\$41,013</b>	\$804	2.0%
PA 08 D 20	20	\$24.82	\$40,208	21	<b>\$25.32</b>	<b>\$41,013</b>	\$804	2.0%
PA 08 D 21	21	\$24.82	\$40,208	22	<b>\$25.32</b>	<b>\$41,013</b>	\$804	2.0%
PA 08 E	22	\$26.42	\$42,800	23	<b>\$26.95</b>	<b>\$43,656</b>	\$856	2.0%
PA 08 F	23	\$28.02	\$45,392	24	<b>\$28.58</b>	<b>\$46,300</b>	\$908	2.0%
PA 08 G	24	\$29.62	\$47,984	25	<b>\$30.21</b>	<b>\$48,944</b>	\$960	2.0%
PA 08 H	25	\$31.22	\$50,576	26	<b>\$31.84</b>	<b>\$51,588</b>	\$1,012	2.0%
PA 08 I	26	\$32.82	\$53,168	27	<b>\$33.48</b>	<b>\$54,232</b>	\$1,063	2.0%
PA 08 J	27	\$34.42	\$55,760	28	<b>\$35.11</b>	<b>\$56,876</b>	\$1,115	2.0%
PA 08 K	28	\$36.02	\$58,352	29	<b>\$36.74</b>	<b>\$59,519</b>	\$1,167	2.0%
PA 08 L	29	\$37.75	\$61,155	30	<b>\$38.51</b>	<b>\$62,378</b>	\$1,223	2.0%
PA 08 M	30+	\$38.85	\$62,937	31+	<b>\$39.63</b>	<b>\$64,196</b>	\$1,259	2.0%

	24-25	24-25	24-25	25-26	Tentative Agreement 2025-2026			
PA09	New Hire Placement	PA09 \$/HR	1395 hours annualized	New Hire Placement	PA09 \$/HR	1395 hours annualized	Raise Increase in Dollars	Percent Increase
PA 09 A	0	\$18.70	\$26,087	0-1	<b>\$19.07</b>	<b>\$26,608</b>	\$522	2.0%
PA 09 B 01	1	\$19.40	\$27,063	2	<b>\$19.79</b>	<b>\$27,604</b>	\$541	2.0%
PA 09 B 02	2	\$19.40	\$27,063	3	<b>\$19.79</b>	<b>\$27,604</b>	\$541	2.0%
PA 09 B 03	3	\$19.40	\$27,063	4	<b>\$19.79</b>	<b>\$27,604</b>	\$541	2.0%
PA 09 B 04	4	\$19.40	\$27,063	5	<b>\$19.79</b>	<b>\$27,604</b>	\$541	2.0%
PA 09 B 05	5	\$19.40	\$27,063	6	<b>\$19.79</b>	<b>\$27,604</b>	\$541	2.0%
PA 09 B 06	6	\$20.10	\$28,040	7	<b>\$20.50</b>	<b>\$28,600</b>	\$561	2.0%
PA 09 B 07	7	\$20.10	\$28,040	8	<b>\$20.50</b>	<b>\$28,600</b>	\$561	2.0%
PA 09 B 08	8	\$20.10	\$28,040	9	<b>\$20.50</b>	<b>\$28,600</b>	\$561	2.0%
PA 09 B 09	9	\$20.10	\$28,040	10	<b>\$20.50</b>	<b>\$28,600</b>	\$561	2.0%
PA 09 B 10	10	\$20.10	\$28,040	11	<b>\$20.50</b>	<b>\$28,600</b>	\$561	2.0%
PA 09 C 11	11	\$20.80	\$29,016	12	<b>\$21.22</b>	<b>\$29,596</b>	\$580	2.0%
PA 09 C 12	12	\$20.80	\$29,016	13	<b>\$21.22</b>	<b>\$29,596</b>	\$580	2.0%
PA 09 C 13	13	\$20.80	\$29,016	14	<b>\$21.22</b>	<b>\$29,596</b>	\$580	2.0%
PA 09 C 14	14	\$20.80	\$29,016	15	<b>\$21.22</b>	<b>\$29,596</b>	\$580	2.0%
PA 09 C 15	15	\$20.80	\$29,016	16	<b>\$21.22</b>	<b>\$29,596</b>	\$580	2.0%
PA 09 D 16	16	\$21.50	\$29,993	17	<b>\$21.93</b>	<b>\$30,592</b>	\$600	2.0%
PA 09 D 17	17	\$21.50	\$29,993	18	<b>\$21.93</b>	<b>\$30,592</b>	\$600	2.0%
PA 09 D 18	18	\$21.50	\$29,993	19	<b>\$21.93</b>	<b>\$30,592</b>	\$600	2.0%
PA 09 D 19	19	\$21.50	\$29,993	20	<b>\$21.93</b>	<b>\$30,592</b>	\$600	2.0%
PA 09 D 20	20	\$21.50	\$29,993	21	<b>\$21.93</b>	<b>\$30,592</b>	\$600	2.0%
PA 09 D 21	21	\$21.50	\$29,993	22	<b>\$21.93</b>	<b>\$30,592</b>	\$600	2.0%
PA 09 E	22	\$22.20	\$30,969	23	<b>\$22.64</b>	<b>\$31,588</b>	\$619	2.0%
PA 09 F	23	\$22.90	\$31,946	24	<b>\$23.36</b>	<b>\$32,584</b>	\$639	2.0%
PA 09 G	24	\$23.60	\$32,922	25	<b>\$24.07</b>	<b>\$33,580</b>	\$658	2.0%
PA 09 H	25	\$24.30	\$33,893	26	<b>\$24.79</b>	<b>\$34,576</b>	\$678	2.0%
PA 09 I	26	\$25.00	\$34,875	27	<b>\$25.50</b>	<b>\$35,573</b>	\$698	2.0%
PA 09 J	27	\$25.70	\$35,852	28	<b>\$26.21</b>	<b>\$36,569</b>	\$717	2.0%
PA 09 K	28	\$27.00	\$37,665	29	<b>\$27.54</b>	<b>\$38,418</b>	\$753	2.0%
PA 09 L	29	\$27.00	\$37,665	30	<b>\$27.54</b>	<b>\$38,418</b>	\$753	2.0%
PA 09 M	30+	\$28.35	\$39,548	31+	<b>\$28.92</b>	<b>\$40,339</b>	\$791	2.0%

	24-25	24-25	24-25	24-25	25-26	Tentative Agreement 2025-2026						
PA10	New Hire Placement	PA10 \$/HR	1395 hours annualized	1552 hours annualized	New Hire Placement	PA10 \$/HR	1395 hours annualized	Raise Increase in Dollars	Percent Increase	1552 hours annualized	Raise Increase in Dollars	Percent Increase
PA 10 A	0	\$23.67	\$36,020	\$36,736	0-1	<b>\$24.14</b>	<b>\$33,680</b>	\$660	2.0%	<b>\$37,471</b>	\$735	2.0%
PA 10 B 01	1	\$24.38	\$34,010	\$37,838	2	<b>\$24.87</b>	<b>\$34,690</b>	\$680	2.0%	<b>\$38,595</b>	\$757	2.0%
PA 10 B 02	2	\$24.38	\$34,010	\$37,838	3	<b>\$24.87</b>	<b>\$34,690</b>	\$680	2.0%	<b>\$38,595</b>	\$757	2.0%
PA 10 B 03	3	\$24.38	\$34,010	\$37,838	4	<b>\$24.87</b>	<b>\$34,690</b>	\$680	2.0%	<b>\$38,595</b>	\$757	2.0%
PA 10 B 04	4	\$24.38	\$34,010	\$37,838	5	<b>\$24.87</b>	<b>\$34,690</b>	\$680	2.0%	<b>\$38,595</b>	\$757	2.0%
PA 10 B 05	5	\$24.38	\$34,010	\$37,838	6	<b>\$24.87</b>	<b>\$34,690</b>	\$680	2.0%	<b>\$38,595</b>	\$757	2.0%
PA 10 B 06	6	\$25.10	\$35,015	\$38,955	7	<b>\$25.60</b>	<b>\$35,715</b>	\$700	2.0%	<b>\$39,734</b>	\$779	2.0%
PA 10 B 07	7	\$25.10	\$35,015	\$38,955	8	<b>\$25.60</b>	<b>\$35,715</b>	\$700	2.0%	<b>\$39,734</b>	\$779	2.0%
PA 10 B 08	8	\$25.10	\$35,015	\$38,955	9	<b>\$25.60</b>	<b>\$35,715</b>	\$700	2.0%	<b>\$39,734</b>	\$779	2.0%
PA 10 B 09	9	\$25.10	\$35,015	\$38,955	10	<b>\$25.60</b>	<b>\$35,715</b>	\$700	2.0%	<b>\$39,734</b>	\$779	2.0%
PA 10 B 10	10	\$25.10	\$35,015	\$38,955	11	<b>\$25.60</b>	<b>\$35,715</b>	\$700	2.0%	<b>\$39,734</b>	\$779	2.0%
PA 10 C 11	11	\$25.85	\$36,061	\$40,119	12	<b>\$26.37</b>	<b>\$36,782</b>	\$721	2.0%	<b>\$40,922</b>	\$802	2.0%
PA 10 C 12	12	\$25.85	\$36,061	\$40,119	13	<b>\$26.37</b>	<b>\$36,782</b>	\$721	2.0%	<b>\$40,922</b>	\$802	2.0%
PA 10 C 13	13	\$25.85	\$36,061	\$40,119	14	<b>\$26.37</b>	<b>\$36,782</b>	\$721	2.0%	<b>\$40,922</b>	\$802	2.0%
PA 10 C 14	14	\$25.85	\$36,061	\$40,119	15	<b>\$26.37</b>	<b>\$36,782</b>	\$721	2.0%	<b>\$40,922</b>	\$802	2.0%
PA 10 C 15	15	\$25.85	\$36,061	\$40,119	16	<b>\$26.37</b>	<b>\$36,782</b>	\$721	2.0%	<b>\$40,922</b>	\$802	2.0%
PA 10 D 16	16	\$26.62	\$37,135	\$41,314	17	<b>\$27.15</b>	<b>\$37,878</b>	\$743	2.0%	<b>\$42,141</b>	\$826	2.0%
PA 10 D 17	17	\$26.62	\$37,135	\$41,314	18	<b>\$27.15</b>	<b>\$37,878</b>	\$743	2.0%	<b>\$42,141</b>	\$826	2.0%
PA 10 D 18	18	\$26.62	\$37,135	\$41,314	19	<b>\$27.15</b>	<b>\$37,878</b>	\$743	2.0%	<b>\$42,141</b>	\$826	2.0%
PA 10 D 19	19	\$26.62	\$37,135	\$41,314	20	<b>\$27.15</b>	<b>\$37,878</b>	\$743	2.0%	<b>\$42,141</b>	\$826	2.0%
PA 10 D 20	20	\$26.62	\$37,135	\$41,314	21	<b>\$27.15</b>	<b>\$37,878</b>	\$743	2.0%	<b>\$42,141</b>	\$826	2.0%
PA 10 D 21	21	\$26.62	\$37,135	\$41,314	22	<b>\$27.15</b>	<b>\$37,878</b>	\$743	2.0%	<b>\$42,141</b>	\$826	2.0%
PA 10 E	22	\$27.41	\$38,237	\$42,540	23	<b>\$27.96</b>	<b>\$39,002</b>	\$765	2.0%	<b>\$43,391</b>	\$851	2.0%
PA 10 F	23	\$28.28	\$39,381	\$43,813	24	<b>\$28.79</b>	<b>\$40,168</b>	\$788	2.0%	<b>\$44,689</b>	\$876	2.0%
PA 10 G	24	\$29.07	\$40,553	\$45,117	25	<b>\$29.65</b>	<b>\$41,364</b>	\$811	2.0%	<b>\$46,019</b>	\$902	2.0%
PA 10 H	25	\$29.93	\$41,752	\$46,451	26	<b>\$30.53</b>	<b>\$42,587</b>	\$835	2.0%	<b>\$47,380</b>	\$923	2.0%
PA 10 I	26	\$30.27	\$42,227	\$46,379	27	<b>\$30.88</b>	<b>\$43,071</b>	\$845	2.0%	<b>\$47,919</b>	\$940	2.0%
PA 10 J	27	\$31.18	\$43,496	\$48,391	28	<b>\$31.80</b>	<b>\$44,366</b>	\$870	2.0%	<b>\$49,359</b>	\$968	2.0%
PA 10 K	28	\$32.50	\$45,338	\$50,440	29	<b>\$33.15</b>	<b>\$46,244</b>	\$907	2.0%	<b>\$51,449</b>	\$1,009	2.0%
PA 10 L	29	\$32.50	\$45,338	\$50,440	30	<b>\$33.15</b>	<b>\$46,244</b>	\$907	2.0%	<b>\$51,449</b>	\$1,009	2.0%
PA 10 M	30+	\$33.60	\$46,872	\$52,147	31+	<b>\$34.27</b>	<b>\$47,809</b>	\$937	2.0%	<b>\$53,190</b>	\$1,043	2.0%

	24-25	24-25	24-25	25-26	Tentative Agreement 2025-2026				
SL00	New Hire Placement	SL00 \$/HR	1395 hours annualized	New Hire Placement	SL00 \$/HR	1395 hours annualized	Raise Increase in Dollars	Percent Increase	
SL 00 A	0	\$15.25	\$21,274	0-1	<b>\$15.56</b>	<b>\$21,699</b>	\$425	2.0%	
SL 00 B 01	1	\$15.50	\$21,623	2	<b>\$15.81</b>	<b>\$22,055</b>	\$432	2.0%	
SL 00 B 02	2	\$15.50	\$21,623	3	<b>\$15.81</b>	<b>\$22,055</b>	\$432	2.0%	
SL 00 B 03	3	\$15.50	\$21,623	4	<b>\$15.81</b>	<b>\$22,055</b>	\$432	2.0%	
SL 00 B 04	4	\$15.50	\$21,623	5	<b>\$15.81</b>	<b>\$22,055</b>	\$432	2.0%	
SL 00 B 05	5	\$15.50	\$21,623	6	<b>\$15.81</b>	<b>\$22,055</b>	\$432	2.0%	
SL 00 B 06	6	\$15.75	\$21,971	7	<b>\$16.07</b>	<b>\$22,411</b>	\$439	2.0%	
SL 00 B 07	7	\$15.75	\$21,971	8	<b>\$16.07</b>	<b>\$22,411</b>	\$439	2.0%	
SL 00 B 08	8	\$15.75	\$21,971	9	<b>\$16.07</b>	<b>\$22,411</b>	\$439	2.0%	
SL 00 B 09	9	\$15.75	\$21,971	10	<b>\$16.07</b>	<b>\$22,411</b>	\$439	2.0%	
SL 00 B 10	10	\$15.75	\$21,971	11	<b>\$16.07</b>	<b>\$22,411</b>	\$439	2.0%	
SL 00 C 11	11	\$16.00	\$22,329	12	<b>\$16.32</b>	<b>\$22,766</b>	\$446	2.0%	
SL 00 C 12	12	\$16.00	\$22,329	13	<b>\$16.32</b>	<b>\$22,766</b>	\$446	2.0%	
SL 00 C 13	13	\$16.00	\$22,329	14	<b>\$16.32</b>	<b>\$22,766</b>	\$446	2.0%	
SL 00 C 14	14	\$16.00	\$22,329	15	<b>\$16.32</b>	<b>\$22,766</b>	\$446	2.0%	
SL 00 C 15	15	\$16.00	\$22,329	16	<b>\$16.32</b>	<b>\$22,766</b>	\$446	2.0%	
SL 00 D 16	16	\$16.25	\$22,669	17	<b>\$16.58</b>	<b>\$23,122</b>	\$453	2.0%	
SL 00 D 17	17	\$16.25	\$22,669	18	<b>\$16.58</b>	<b>\$23,122</b>	\$453	2.0%	
SL 00 D 18	18	\$16.25	\$22,669	19	<b>\$16.58</b>	<b>\$23,122</b>	\$453	2.0%	
SL 00 D 19	19	\$16.25	\$22,669	20	<b>\$16.58</b>	<b>\$23,122</b>	\$453	2.0%	
SL 00 D 20	20	\$16.25	\$22,669	21	<b>\$16.58</b>	<b>\$23,122</b>	\$453	2.0%	
SL 00 D 21	21	\$16.25	\$22,669	22	<b>\$16.58</b>	<b>\$23,122</b>	\$453	2.0%	
SL 00 E	22	\$16.50	\$23,018	23	<b>\$16.83</b>	<b>\$23,478</b>	\$460	2.0%	
SL 00 F	23	\$16.75	\$23,366	24	<b>\$17.09</b>	<b>\$23,834</b>	\$467	2.0%	
SL 00 G	24	\$17.00	\$23,715	25	<b>\$17.34</b>	<b>\$24,189</b>	\$474	2.0%	
SL 00 H	25	\$17.25	\$24,064	26	<b>\$17.60</b>	<b>\$24,545</b>	\$481	2.0%	
SL 00 I	26	\$17.50	\$24,413	27	<b>\$17.85</b>	<b>\$24,901</b>	\$488	2.0%	
SL 00 J	27	\$17.75	\$24,761	28	<b>\$18.11</b>	<b>\$25,256</b>	\$495	2.0%	
SL 00 K	28	\$18.00	\$25,110	29	<b>\$18.36</b>	<b>\$25,612</b>	\$502	2.0%	
SL 00 L	29	\$18.00	\$25,110	30	<b>\$18.36</b>	<b>\$25,612</b>	\$502	2.0%	
SL 00 M	30+	\$18.90	\$26,366	31+	<b>\$19.28</b>	<b>\$26,893</b>	\$527	2.0%	

	24-25	24-25	24-25	25-26	Tentative Agreement 2025-2026			
SL01	New Hire Placement	SL01 \$/HR	1395 hours annualized	New Hire Placement	SL01 \$/HR	1395 hours annualized	Raise Increase in Dollars	Percent Increase
SL 01A	0	\$16.25	\$22,669	0-1	<b>\$16.58</b>	<b>\$23,122</b>	\$453	2.0%
SL 01B 01	1	\$16.50	\$23,018	2	<b>\$16.83</b>	<b>\$23,478</b>	\$460	2.0%
SL 01B 02	2	\$16.50	\$23,018	3	<b>\$16.83</b>	<b>\$23,478</b>	\$460	2.0%
SL 01B 03	3	\$16.50	\$23,018	4	<b>\$16.83</b>	<b>\$23,478</b>	\$460	2.0%
SL 01B 04	4	\$16.50	\$23,018	5	<b>\$16.83</b>	<b>\$23,478</b>	\$460	2.0%
SL 01B 05	5	\$16.50	\$23,018	6	<b>\$16.83</b>	<b>\$23,478</b>	\$460	2.0%
SL 01B 06	6	\$16.75	\$23,366	7	<b>\$17.09</b>	<b>\$23,834</b>	\$467	2.0%
SL 01B 07	7	\$16.75	\$23,366	8	<b>\$17.09</b>	<b>\$23,834</b>	\$467	2.0%
SL 01B 08	8	\$16.75	\$23,366	9	<b>\$17.09</b>	<b>\$23,834</b>	\$467	2.0%
SL 01B 09	9	\$16.75	\$23,366	10	<b>\$17.09</b>	<b>\$23,834</b>	\$467	2.0%
SL 01B 10	10	\$16.75	\$23,366	11	<b>\$17.09</b>	<b>\$23,834</b>	\$467	2.0%
SL 01C 11	11	\$17.00	\$23,715	12	<b>\$17.34</b>	<b>\$24,189</b>	\$474	2.0%
SL 01C 12	12	\$17.00	\$23,715	13	<b>\$17.34</b>	<b>\$24,189</b>	\$474	2.0%
SL 01C 13	13	\$17.00	\$23,715	14	<b>\$17.34</b>	<b>\$24,189</b>	\$474	2.0%
SL 01C 14	14	\$17.00	\$23,715	15	<b>\$17.34</b>	<b>\$24,189</b>	\$474	2.0%
SL 01C 15	15	\$17.00	\$23,715	16	<b>\$17.34</b>	<b>\$24,189</b>	\$474	2.0%
SL 01D 16	16	\$17.25	\$24,064	17	<b>\$17.60</b>	<b>\$24,545</b>	\$481	2.0%
SL 01D 17	17	\$17.25	\$24,064	18	<b>\$17.60</b>	<b>\$24,545</b>	\$481	2.0%
SL 01D 18	18	\$17.25	\$24,064	19	<b>\$17.60</b>	<b>\$24,545</b>	\$481	2.0%
SL 01D 19	19	\$17.25	\$24,064	20	<b>\$17.60</b>	<b>\$24,545</b>	\$481	2.0%
SL 01D 20	20	\$17.25	\$24,064	21	<b>\$17.60</b>	<b>\$24,545</b>	\$481	2.0%
SL 01D 21	21	\$17.25	\$24,064	22	<b>\$17.60</b>	<b>\$24,545</b>	\$481	2.0%
SL 01E	22	\$17.50	\$24,413	23	<b>\$17.85</b>	<b>\$24,901</b>	\$488	2.0%
SL 01F	23	\$17.75	\$24,764	24	<b>\$18.11</b>	<b>\$25,256</b>	\$495	2.0%
SL 01G	24	\$18.00	\$25,110	25	<b>\$18.36</b>	<b>\$25,612</b>	\$502	2.0%
SL 01H	25	\$18.25	\$25,459	26	<b>\$18.62</b>	<b>\$25,968</b>	\$509	2.0%
SL 01I	26	\$18.50	\$25,808	27	<b>\$18.87</b>	<b>\$26,324</b>	\$516	2.0%
SL 01J	27	\$18.75	\$26,156	28	<b>\$19.13</b>	<b>\$26,679</b>	\$523	2.0%
SL 01K	28	\$19.00	\$26,505	29	<b>\$19.38</b>	<b>\$27,035</b>	\$530	2.0%
SL 01L	29	\$19.00	\$26,505	30	<b>\$19.38</b>	<b>\$27,035</b>	\$530	2.0%
SL 01M	30+	\$19.95	\$27,830	31+	<b>\$20.35</b>	<b>\$28,387</b>	\$557	2.0%

	24-25	24-25	24-25	25-26	Tentative Agreement 2025-2026			
SL02	New Hire Placement	SL02 \$/HR	1395 hours annualized	New Hire Placement	SL02 \$/HR	1395 hours annualized	Raise Increase in Dollars	Percent Increase
SL 02 A	0	\$18.25	\$25,459	0-1	<b>\$18.62</b>	<b>\$25,968</b>	\$509	2.0%
SL 02 B 01	1	\$18.50	\$25,808	2	<b>\$18.87</b>	<b>\$26,324</b>	\$516	2.0%
SL 02 B 02	2	\$18.50	\$25,808	3	<b>\$18.87</b>	<b>\$26,324</b>	\$516	2.0%
SL 02 B 03	3	\$18.50	\$25,808	4	<b>\$18.87</b>	<b>\$26,324</b>	\$516	2.0%
SL 02 B 04	4	\$18.50	\$25,808	5	<b>\$18.87</b>	<b>\$26,324</b>	\$516	2.0%
SL 02 B 05	5	\$18.50	\$25,808	6	<b>\$18.87</b>	<b>\$26,324</b>	\$516	2.0%
SL 02 B 06	6	\$18.75	\$26,156	7	<b>\$19.13</b>	<b>\$26,679</b>	\$523	2.0%
SL 02 B 07	7	\$18.75	\$26,156	8	<b>\$19.13</b>	<b>\$26,679</b>	\$523	2.0%
SL 02 B 08	8	\$18.75	\$26,156	9	<b>\$19.13</b>	<b>\$26,679</b>	\$523	2.0%
SL 02 B 09	9	\$18.75	\$26,156	10	<b>\$19.13</b>	<b>\$26,679</b>	\$523	2.0%
SL 02 B 10	10	\$18.75	\$26,156	11	<b>\$19.13</b>	<b>\$26,679</b>	\$523	2.0%
SL 02 C 11	11	\$19.00	\$26,505	12	<b>\$19.38</b>	<b>\$27,035</b>	\$530	2.0%
SL 02 C 12	12	\$19.00	\$26,505	13	<b>\$19.38</b>	<b>\$27,035</b>	\$530	2.0%
SL 02 C 13	13	\$19.00	\$26,505	14	<b>\$19.38</b>	<b>\$27,035</b>	\$530	2.0%
SL 02 C 14	14	\$19.00	\$26,505	15	<b>\$19.38</b>	<b>\$27,035</b>	\$530	2.0%
SL 02 C 15	15	\$19.00	\$26,505	16	<b>\$19.38</b>	<b>\$27,035</b>	\$530	2.0%
SL 02 D 16	16	\$19.25	\$26,854	17	<b>\$19.64</b>	<b>\$27,391</b>	\$537	2.0%
SL 02 D 17	17	\$19.25	\$26,854	18	<b>\$19.64</b>	<b>\$27,391</b>	\$537	2.0%
SL 02 D 18	18	\$19.25	\$26,854	19	<b>\$19.64</b>	<b>\$27,391</b>	\$537	2.0%
SL 02 D 19	19	\$19.25	\$26,854	20	<b>\$19.64</b>	<b>\$27,391</b>	\$537	2.0%
SL 02 D 20	20	\$19.25	\$26,854	21	<b>\$19.64</b>	<b>\$27,391</b>	\$537	2.0%
SL 02 D 21	21	\$19.25	\$26,854	22	<b>\$19.64</b>	<b>\$27,391</b>	\$537	2.0%
SL 02 E	22	\$19.50	\$27,203	23	<b>\$19.89</b>	<b>\$27,747</b>	\$544	2.0%
SL 02 F	23	\$19.75	\$27,551	24	<b>\$20.15</b>	<b>\$28,102</b>	\$551	2.0%
SL 02 G	24	\$20.00	\$27,900	25	<b>\$20.40</b>	<b>\$28,458</b>	\$558	2.0%
SL 02 H	25	\$20.25	\$28,249	26	<b>\$20.66</b>	<b>\$28,814</b>	\$565	2.0%
SL 02 I	26	\$21.00	\$29,295	27	<b>\$21.42</b>	<b>\$29,881</b>	\$586	2.0%
SL 02 J	27	\$22.00	\$30,690	28	<b>\$22.44</b>	<b>\$31,304</b>	\$614	2.0%
SL 02 K	28	\$24.00	\$33,480	29	<b>\$24.48</b>	<b>\$34,150</b>	\$670	2.0%
SL 02 L	29	\$24.00	\$33,480	30	<b>\$24.48</b>	<b>\$34,150</b>	\$670	2.0%
SL 02 M	30+	\$25.20	\$35,154	31+	<b>\$25.70</b>	<b>\$35,857</b>	\$703	2.0%

	24-25	24-25	24-25	25-26	Tentative Agreement 2025-2026			
SL03	New Hire Placement	SL03 \$/HR	1395 hours annualized	New Hire Placement	SL03 \$/HR	1395 hours annualized	Raise Increase in Dollars	Percent Increase
SL 03 A	0	\$20.25	\$28,249	0-1	<b>\$20.66</b>	<b>\$28,814</b>	\$565	2.0%
SL 03 B 01	1	\$20.86	\$29,100	2	<b>\$21.28</b>	<b>\$29,682</b>	\$582	2.0%
SL 03 B 02	2	\$20.86	\$29,100	3	<b>\$21.28</b>	<b>\$29,682</b>	\$582	2.0%
SL 03 B 03	3	\$20.86	\$29,100	4	<b>\$21.28</b>	<b>\$29,682</b>	\$582	2.0%
SL 03 B 04	4	\$20.86	\$29,100	5	<b>\$21.28</b>	<b>\$29,682</b>	\$582	2.0%
SL 03 B 05	5	\$20.86	\$29,100	6	<b>\$21.28</b>	<b>\$29,682</b>	\$582	2.0%
SL 03 B 06	6	\$21.48	\$29,965	7	<b>\$21.91</b>	<b>\$30,564</b>	\$599	2.0%
SL 03 B 07	7	\$21.48	\$29,965	8	<b>\$21.91</b>	<b>\$30,564</b>	\$599	2.0%
SL 03 B 08	8	\$21.48	\$29,965	9	<b>\$21.91</b>	<b>\$30,564</b>	\$599	2.0%
SL 03 B 09	9	\$21.48	\$29,965	10	<b>\$21.91</b>	<b>\$30,564</b>	\$599	2.0%
SL 03 B 10	10	\$21.48	\$29,965	11	<b>\$21.91</b>	<b>\$30,564</b>	\$599	2.0%
SL 03 C 11	11	\$22.13	\$30,871	12	<b>\$22.57</b>	<b>\$31,489</b>	\$617	2.0%
SL 03 C 12	12	\$22.13	\$30,871	13	<b>\$22.57</b>	<b>\$31,489</b>	\$617	2.0%
SL 03 C 13	13	\$22.13	\$30,871	14	<b>\$22.57</b>	<b>\$31,489</b>	\$617	2.0%
SL 03 C 14	14	\$22.13	\$30,871	15	<b>\$22.57</b>	<b>\$31,489</b>	\$617	2.0%
SL 03 C 15	15	\$22.13	\$30,871	16	<b>\$22.57</b>	<b>\$31,489</b>	\$617	2.0%
SL 03 D 16	16	\$23.01	\$32,099	17	<b>\$23.47</b>	<b>\$32,741</b>	\$642	2.0%
SL 03 D 17	17	\$23.01	\$32,099	18	<b>\$23.47</b>	<b>\$32,741</b>	\$642	2.0%
SL 03 D 18	18	\$23.01	\$32,099	19	<b>\$23.47</b>	<b>\$32,741</b>	\$642	2.0%
SL 03 D 19	19	\$23.01	\$32,099	20	<b>\$23.47</b>	<b>\$32,741</b>	\$642	2.0%
SL 03 D 20	20	\$23.01	\$32,099	21	<b>\$23.47</b>	<b>\$32,741</b>	\$642	2.0%
SL 03 D 21	21	\$23.01	\$32,099	22	<b>\$23.47</b>	<b>\$32,741</b>	\$642	2.0%
SL 03 E	22	\$23.93	\$33,382	23	<b>\$24.41</b>	<b>\$34,050</b>	\$668	2.0%
SL 03 F	23	\$25.13	\$35,056	24	<b>\$25.63</b>	<b>\$35,757</b>	\$701	2.0%
SL 03 G	24	\$25.88	\$36,193	25	<b>\$26.40</b>	<b>\$36,825</b>	\$722	2.0%
SL 03 H	25	\$26.63	\$37,149	26	<b>\$27.16</b>	<b>\$37,892</b>	\$743	2.0%
SL 03 I	26	\$27.38	\$38,195	27	<b>\$27.93</b>	<b>\$38,959</b>	\$764	2.0%
SL 03 J	27	\$28.13	\$39,241	28	<b>\$28.69</b>	<b>\$40,026</b>	\$785	2.0%
SL 03 K	28	\$28.88	\$40,288	29	<b>\$29.46</b>	<b>\$41,093</b>	\$806	2.0%
SL 03 L	29	\$28.88	\$40,288	30	<b>\$29.46</b>	<b>\$41,093</b>	\$806	2.0%
SL 03 M	30+	\$30.32	\$42,296	31+	<b>\$30.93</b>	<b>\$43,142</b>	\$846	2.0%

	24-25	24-25	24-25	25-26	Tentative Agreement 2025-2026			
SL04	New Hire Placement	SL04 \$/HR	1395 hours annualized	New Hire Placement	SL04 \$/HR	1395 hours annualized	Raise Increase in Dollars	Percent Increase
SL 04 A	0	\$23.45	\$32,713	0-1	<b>\$23.92</b>	<b>\$33,367</b>	\$654	2.0%
SL 04 B 01	1	\$24.15	\$33,689	2	<b>\$24.63</b>	<b>\$34,363</b>	\$674	2.0%
SL 04 B 02	2	\$24.15	\$33,689	3	<b>\$24.63</b>	<b>\$34,363</b>	\$674	2.0%
SL 04 B 03	3	\$24.15	\$33,689	4	<b>\$24.63</b>	<b>\$34,363</b>	\$674	2.0%
SL 04 B 04	4	\$24.15	\$33,689	5	<b>\$24.63</b>	<b>\$34,363</b>	\$674	2.0%
SL 04 B 05	5	\$24.15	\$33,689	6	<b>\$24.63</b>	<b>\$34,363</b>	\$674	2.0%
SL 04 B 06	6	\$24.87	\$34,694	7	<b>\$25.37</b>	<b>\$35,388</b>	\$694	2.0%
SL 04 B 07	7	\$24.87	\$34,694	8	<b>\$25.37</b>	<b>\$35,388</b>	\$694	2.0%
SL 04 B 08	8	\$24.87	\$34,694	9	<b>\$25.37</b>	<b>\$35,388</b>	\$694	2.0%
SL 04 B 09	9	\$24.87	\$34,694	10	<b>\$25.37</b>	<b>\$35,388</b>	\$694	2.0%
SL 04 B 10	10	\$24.87	\$34,694	11	<b>\$25.37</b>	<b>\$35,388</b>	\$694	2.0%
SL 04 C 11	11	\$25.62	\$35,749	12	<b>\$26.13</b>	<b>\$36,455</b>	\$715	2.0%
SL 04 C 12	12	\$25.62	\$35,749	13	<b>\$26.13</b>	<b>\$36,455</b>	\$715	2.0%
SL 04 C 13	13	\$25.62	\$35,749	14	<b>\$26.13</b>	<b>\$36,455</b>	\$715	2.0%
SL 04 C 14	14	\$25.62	\$35,749	15	<b>\$26.13</b>	<b>\$36,455</b>	\$715	2.0%
SL 04 C 15	15	\$25.62	\$35,749	16	<b>\$26.13</b>	<b>\$36,455</b>	\$715	2.0%
SL 04 D 16	16	\$26.39	\$36,814	17	<b>\$26.92</b>	<b>\$37,550</b>	\$736	2.0%
SL 04 D 17	17	\$26.39	\$36,814	18	<b>\$26.92</b>	<b>\$37,550</b>	\$736	2.0%
SL 04 D 18	18	\$26.39	\$36,814	19	<b>\$26.92</b>	<b>\$37,550</b>	\$736	2.0%
SL 04 D 19	19	\$26.39	\$36,814	20	<b>\$26.92</b>	<b>\$37,550</b>	\$736	2.0%
SL 04 D 20	20	\$26.39	\$36,814	21	<b>\$26.92</b>	<b>\$37,550</b>	\$736	2.0%
SL 04 D 21	21	\$26.39	\$36,814	22	<b>\$26.92</b>	<b>\$37,550</b>	\$736	2.0%
SL 04 E	22	\$27.18	\$37,916	23	<b>\$27.72</b>	<b>\$38,674</b>	\$758	2.0%
SL 04 F	23	\$28.27	\$39,437	24	<b>\$28.84</b>	<b>\$40,225</b>	\$789	2.0%
SL 04 G	24	\$29.11	\$40,608	25	<b>\$29.69</b>	<b>\$41,421</b>	\$812	2.0%
SL 04 H	25	\$29.86	\$41,655	26	<b>\$30.46</b>	<b>\$42,488</b>	\$833	2.0%
SL 04 I	26	\$30.61	\$42,701	27	<b>\$31.22</b>	<b>\$43,555</b>	\$854	2.0%
SL 04 J	27	\$31.36	\$43,747	28	<b>\$31.99</b>	<b>\$44,622</b>	\$875	2.0%
SL 04 K	28	\$32.11	\$44,793	29	<b>\$32.75</b>	<b>\$45,689</b>	\$896	2.0%
SL 04 L	29	\$32.11	\$44,793	30	<b>\$32.75</b>	<b>\$45,689</b>	\$896	2.0%
SL 04 M	30+	\$33.72	\$47,039	31+	<b>\$34.39</b>	<b>\$47,980</b>	\$941	2.0%

	24-25	24-25	24-25	25-26	Tentative Agreement 2025-2026			
SL05	New Hire Placement	SL05 \$/HR	1395 hours annualized	New Hire Placement	SL05 \$/HR	1395 hours annualized	Raise Increase in Dollars	Percent Increase
SL 05 A	0	\$26.36	\$36,772	0-1	<b>\$26.89</b>	<b>\$37,508</b>	\$735	2.0%
SL 05 B 01	1	\$27.15	\$37,874	2	<b>\$27.69</b>	<b>\$38,632</b>	\$757	2.0%
SL 05 B 02	2	\$27.15	\$37,874	3	<b>\$27.69</b>	<b>\$38,632</b>	\$757	2.0%
SL 05 B 03	3	\$27.15	\$37,874	4	<b>\$27.69</b>	<b>\$38,632</b>	\$757	2.0%
SL 05 B 04	4	\$27.15	\$37,874	5	<b>\$27.69</b>	<b>\$38,632</b>	\$757	2.0%
SL 05 B 05	5	\$27.15	\$37,874	6	<b>\$27.69</b>	<b>\$38,632</b>	\$757	2.0%
SL 05 B 06	6	\$27.97	\$39,018	7	<b>\$28.53</b>	<b>\$39,799</b>	\$780	2.0%
SL 05 B 07	7	\$27.97	\$39,018	8	<b>\$28.53</b>	<b>\$39,799</b>	\$780	2.0%
SL 05 B 08	8	\$27.97	\$39,018	9	<b>\$28.53</b>	<b>\$39,799</b>	\$780	2.0%
SL 05 B 09	9	\$27.97	\$39,018	10	<b>\$28.53</b>	<b>\$39,799</b>	\$780	2.0%
SL 05 B 10	10	\$27.97	\$39,018	11	<b>\$28.53</b>	<b>\$39,799</b>	\$780	2.0%
SL 05 C 11	11	\$28.81	\$40,190	12	<b>\$29.39</b>	<b>\$40,994</b>	\$804	2.0%
SL 05 C 12	12	\$28.81	\$40,190	13	<b>\$29.39</b>	<b>\$40,994</b>	\$804	2.0%
SL 05 C 13	13	\$28.81	\$40,190	14	<b>\$29.39</b>	<b>\$40,994</b>	\$804	2.0%
SL 05 C 14	14	\$28.81	\$40,190	15	<b>\$29.39</b>	<b>\$40,994</b>	\$804	2.0%
SL 05 C 15	15	\$28.81	\$40,190	16	<b>\$29.39</b>	<b>\$40,994</b>	\$804	2.0%
SL 05 D 16	16	\$29.67	\$41,390	17	<b>\$30.26</b>	<b>\$42,217</b>	\$828	2.0%
SL 05 D 17	17	\$29.67	\$41,390	18	<b>\$30.26</b>	<b>\$42,217</b>	\$828	2.0%
SL 05 D 18	18	\$29.67	\$41,390	19	<b>\$30.26</b>	<b>\$42,217</b>	\$828	2.0%
SL 05 D 19	19	\$29.67	\$41,390	20	<b>\$30.26</b>	<b>\$42,217</b>	\$828	2.0%
SL 05 D 20	20	\$29.67	\$41,390	21	<b>\$30.26</b>	<b>\$42,217</b>	\$828	2.0%
SL 05 D 21	21	\$29.67	\$41,390	22	<b>\$30.26</b>	<b>\$42,217</b>	\$828	2.0%
SL 05 E	22	\$30.86	\$43,050	23	<b>\$31.48</b>	<b>\$43,911</b>	\$861	2.0%
SL 05 F	23	\$31.78	\$44,333	24	<b>\$32.42</b>	<b>\$45,220</b>	\$887	2.0%
SL 05 G	24	\$32.74	\$45,672	25	<b>\$33.39</b>	<b>\$46,586</b>	\$913	2.0%
SL 05 H	25	\$33.72	\$47,039	26	<b>\$34.39</b>	<b>\$47,980</b>	\$941	2.0%
SL 05 I	26	\$34.47	\$48,086	27	<b>\$35.16</b>	<b>\$49,047</b>	\$962	2.0%
SL 05 J	27	\$35.22	\$49,132	28	<b>\$35.92</b>	<b>\$50,115</b>	\$983	2.0%
SL 05 K	28	\$36.75	\$51,266	29	<b>\$37.49</b>	<b>\$52,292</b>	\$1,025	2.0%
SL 05 L	29	\$36.75	\$51,266	30	<b>\$37.49</b>	<b>\$52,292</b>	\$1,025	2.0%
SL 05 M	30+	\$37.77	\$52,689	31+	<b>\$38.53</b>	<b>\$53,743</b>	\$1,054	2.0%

## **Paraeducator Supplements and Other Compensation**

**Pay Schedule:** Employees hired after July 1, 2020, will be paid in twenty-four (24) equal payments over twelve (12) months. Employees hired prior to July 1, 2020, will be paid in twelve (12) equal payments, unless that employee has opted into semi-monthly schedule of twenty-four (24) equal payments over twelve (12) months.

**Paraeducator CDAT Childcare Services Contact:** \$750 Annual Supplement based on designated job expectations, additional Department of Children and Families (DCF) certification and licensing. Must maintain additional DCF site director credentials to assist with compliance of childcare licensure requirements. One contact per Teen Parent Childcare Services site.

**Designated Health Contact Annual Supplement (Completed training required to receive supplement):** \$200 (For up to two (2) eligible positions across the ESP, Paraeducator, and Teacher contracts who complete mandatory training requirements (excludes Paraeducator, LPN Clinic Nurse). The eligible designated contacts must be actively employed as of May 1<sup>st</sup> and will be determined by District-wide seniority among the three agreements.) Responsibilities are defined in Teacher Article 6.7-2.

**Longevity Supplement:** \$45.00 per month based on work schedule and beginning upon completion of 15 years of continuous creditable service in this agreement and in 5-year increments thereafter. For example, an eligible employee on a 10-month work schedule with 33 years of continuous service is paid four (4) supplements (15 years + 5 years + 5 years + 5 years) for 10 months on an annual basis.

**Title I School Supplement:** \$200 annually for any paraeducator working at a designated Title I School and actively employed as of May 1<sup>st</sup>.

**Support Staff Micro-Credential Committee:** A joint Association and District committee comprised of six (6) representatives each will convene for the 2023-2024 school year to create a support staff micro-credential program and continue to review job descriptions with the expectation of having a resolution by 2024-2025 school year.

**Translation Services:** Staff who provide translation services, either verbal or written, outside of their job description, during scheduled breaks or during planned paid working periods will receive \$20 per hour rounded up to the nearest quarter hour. Translation must be requested by an administrator to perform these services. A volunteer list of skilled translators must be maintained, and translators rotated equitably as appropriate. This section does not apply to sign language interpreting services within the applicable job description and as outlined in Paraeducator Article 9 and Teacher Article 22.

Under the Fair Labor Standards Act Non-Exempt Employees cannot translate/work during paid breaks or unpaid meal periods.

## APPENDIX D – PARAEDUCATOR EMPLOYMENT NOTICE

THE SCHOOL BOARD OF POLK COUNTY, FLORIDA

P. O. Box 391

Bartow, FL 33830

Date:

NAME:

SCHOOL:

SALARY:      Hourly      \$ \_\_\_\_\_  
                  \*Monthly      \$ \_\_\_\_\_  
                  \*Contract      \$ \_\_\_\_\_

JOB TITLE:

DAYS IN WORK YEAR:

Your salary is determined by your placement on the salary schedule ([APPENDIX C – PARAEDUCATOR SALARY SCHEDULE – 2018-2019](#)) and any additional supplements to which you are entitled.

---

Superintendent of Schools

Date

I have read the above notice and understand it.

Please sign and return this original notice to Human Resource Services within ten days. This appointment becomes effective upon approval by the School Board and is retroactive to your first day of work for the \_\_\_\_\_ school year.

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\*Monthly and contract amounts apply only to those employees working the entire contract school year. Employees working less than a full year will be paid for the days worked at the appropriate hourly rate.

Original Notice to be returned to District Office-Human Resource Services

1 copy - Paraeducator

## APPENDIX E - GROUND RULES

1. Bargaining proposals, amendments or counter proposals pertaining to the Agreement which the Association or the Board desire to be negotiated shall be submitted in writing by each party.
2. The Superintendent or his representative, and the bargaining agent, or its representative, shall meet at reasonable times for the purpose of negotiating and seeking agreement. All sessions shall commence at the agreed upon time.
3. The most recent Collective Bargaining Agreement, as amended, will be used by both parties as a point of reference for deletions, amendments and all other changes.
4. Throughout negotiations, all tentative agreements shall be signed by a representative designated by each party. By mutual agreement a tentative agreement may be reopened for negotiation.
5. Only members of the respective teams are allowed to speak during the sessions. An exception shall occur only when the Board and/or the Association informs the other party prior to the meeting in which their consultant shall speak. The expense of such consultants shall be borne by the party requesting them.
6. Questions from observers shall be allowed only at the end of each session. Neither party will tolerate any harassment from observers during sessions.
7. Bargaining meetings shall be scheduled as frequently as necessary to expedite arriving at total agreement on items under consideration. The representatives of both parties shall conduct negotiations professionally and in good faith. Both parties agree to submit to mediation prior to declaring impasse.
8. The Association and the Superintendent will determine the formula and method to be used in costing out salary and supplementary salary schedules.
9. The negotiations team has a responsibility to look at the interpretation of data and apply it appropriately. The Board shall provide release time for the Association's negotiators when both parties agree that it is necessary to conduct sessions during scheduled hours of work.
10. When the negotiating teams reach tentative agreement on all items under negotiations, the proposed and tentative agreement shall be written and submitted to the Board and the Association for ratification with a favorable recommendation from the negotiating teams. Upon receipt of notice of ratification by the Association, the Board shall take action on ratification at their next meeting. If both parties ratify the agreement, then the parties shall sign two (2) copies of the final decision (one copy for the Board and one copy for the Association). If either party shall refuse to ratify the agreement reached by the negotiating teams, the party shall make a written statement to the other party as to their reasons. Said notification shall result in prompt resumption of negotiations, which lead to settlement or impasse procedures.
11. Proposals remain on the action item agenda to be addressed at the next bargaining session until tentatively agreed upon or mutually dropped.
12. All three teams will meet together to discuss salary and insurance issues.
13. The opportunity for all to speak freely and honestly about any issue; to ask questions freely and openly; to make a conscious effort to be employee and system-oriented, directed toward constancy of purpose; to encourage each other; using effective criticism and offering praise for the courage to try; to keep a positive outlook, maintaining high expectations; and to provide patience and consideration to each team member.
14. All decisions on bargaining agenda items will be decided upon only in bargaining team meetings.

## APPENDIX F – OCCUPATIONAL THERAPY ASSISTANTS AND PHYSICAL THERAPIST ASSISTANTS

1. Occupational Therapy Assistants (OTA) and Physical Therapists Assistants (PTA) have some unique circumstances which differ from other members of the bargaining unit. This Appendix addresses these unique circumstances for OTAs and PTAs only. All sections of this Collective Bargaining Agreement (CBA) apply to OTAs and PTAs unless in conflict and specifically address in this Appendix.
2. Sick leave used for personal reasons may be used immediately before or after a holiday.
3. The workday for OTAs and PTAs is eight (8) hours per day with an unpaid self-defined lunch time. OTAs and PTAs will develop their own schedules to best meet the needs of their assigned caseload. Time and attendance will be documented through their time sheets. Flexible scheduling of time with no split shifts shall be allowed. Flexible scheduling shall be utilized to accommodate meetings and medical appointments. For unanticipated schedule changes, such as IEP meetings starting or ending late, such schedule changes should be corrected no later than during the week following the unanticipated change to avoid overtime pay.
4. The District will maintain access for OTAs and PTAs to receive Continuing Education Units (CEUs) without charge. Appropriate training for OTAs and PTAs who need workshops or in-service training hours for maintenance of their license shall be sufficient in quantity for renewal. The District shall provide such training by becoming an approved Florida provider of continuing education for OTAs and PTAs, or, shall partner with an approved continuing education provider which shall offer appropriate content to OTAs and PTAs without cost, or, shall reimburse OTAs and PTAs for the cost of such training, or, some combination thereof. OTAs/PTAs shall be allowed to attend the Working with Experts trainings at the closest location with no limitation on the number who can attend. If a student has a specific need, alternative coverage will be found.
5. **Evaluation Process** – OTAs and PTAs will be evaluated using the forms and processes approved by the FLDOE in April 2014. These forms and processes would remain in place until a new evaluation system is jointly developed with PEA.
6. **Paid Holidays** – OTAs and PTAs will have four (4) paid holidays and work the same schedule as 10-month teachers.
7. **Initial Placement on Salary Schedule** – Current OTs and PTs initial placement on the salary schedule at the beginning of the 2014-2015 school year will be at the Step that is equal to their current salary. If the current salary does not match a step, the employee will be placed at the next highest step. Any raises negotiated for the 2014-2015 shall be in addition to this initial placement.
8. **Experience Credit for new employees** – Newly hired employees may receive credit for up to ten (10) years of documented work experience as a licensed OTA or PTA. The newly hired employee shall be moved one (1) step on the salary schedule for each two (2) years of documented full-time experience. Credit shall be granted retroactively to the newly hired employees initial employment date if documentation is provided to the Personnel Department within the first 90 days.

## APPENDIX G NETWORK MANAGERS

This appendix addresses unique circumstances of Network Managers differing from other members of the bargaining unit. All articles of this Collective Bargaining Agreement apply to Network Managers, unless specifically addressed below.

### 1. Initial Placement on Salary Schedule for Network Managers Employed as of October 13, 2021:

Following October 12, 2021 School Board approval of this Agreement, due to their specific pay grade improvements network managers (pay grade PA08) who were actively employed as of October 13, 2021 were moved laterally from the 2020-2021 numerical salary level (formerly based on years of experience) to the 2021-2022 enhanced alphabetical pay schedule, retroactive to July 1, 2021. The salary levels no longer equate to years of experience.

### 2. Salary Credit for Related Network Manager Experience:

Employees without related network manager technology work experience will be placed at the base level PA08-A.

At no time will newly hired or rehired employees after a break in service be placed on a salary level exceeding current paraeducators who held similar related network manager experience as of June 30, 2021.

**Network Managers Newly Hired, Rehired or Transferred on and after October 13, 2021:** The newly hired employee may receive one (1) salary level on the salary schedule for every one (1) year of documented full-time related network manager experience for up to ten (10) years of verified related work experience as a network manager.

**PCPS Employees Transferring into the Paraeducator Bargaining Unit:** These employees will be initially placed at base level PA08-A pending verification of any technology-related network management work experience will receive one (1) year of experience credit on the salary schedule for one (1) year of related service up to ten (10) years maximum.

**Former PCPS Teacher Network Manager:** Teacher Network Managers who transfer to this agreement as a Paraeducator Network Manager without a break in service will receive one (1) year of experience credit on the salary schedule for one (1) year of related service up to ten (10) years maximum.

**Placement following a Separation of Service as a PCPS Paraeducator Network Manager and Rehire as a PCPS Paraeducator Network Manager:** Employees rehired within the same school year will return to the same salary level as that held at the date of separation. At no time during the same school year will initial placement following a break-in-service exceed the salary level at separation.

**Private School/Private Sector Related Network Manager Work Experience:** The newly hired employee shall be moved one (1) salary level on the salary schedule for every one (1) year of documented full-time experience. Newly hired employees may receive credit for up to ten (10) years of documented related work experience as a network manager.

## MEMORANUMS OF UNDERSTANDING



**POLK COUNTY  
PUBLIC SCHOOLS**

STUDENTS FIRST



### MEMORANDUM OF UNDERSTANDING BETWEEN THE SCHOOL DISTRICT OF POLK COUNTY, FLORIDA AND THE POLK EDUCATION ASSOCIATION, INC.

2025-2026

**DISTRICT MANAGED IMPROVEMENT SCHOOLS- COLLABORATIVE PLANNING – INSTRUCTIONAL STAFF IN SCHOOL IMPROVEMENT SCHOOLS WILL BE ALLOWED UP TO 2 HOURS OF PLANNING OUTSIDE OF INSTRUCTIONAL TIME IN RETURN FOR PARTICIPATING IN ONE ADDITIONAL 45-MINUTE ADMINISTRATOR DIRECTED PLANNING PERIOD.**

The **SCHOOL DISTRICT OF POLK COUNTY, FLORIDA** (D/B/A Polk County Public Schools) (**PCPS/District**) and the **POLK EDUCATION ASSOCIATION, INC. (PEA)** as evidenced by the respective signatures below, are parties hereto and agree to this Memorandum of Understanding (MOU) as more specifically set forth herein.

**WHEREAS** the PEA is the certified bargaining agent for the District; and, the District is the employer and party to the Teacher and Paraeducator Collective Bargaining Agreements (CBA) with the PEA; and,

**WHEREAS** PCPS is actively working to enhance the quality of PLC and Planning meetings, and the introduction of minimum standards aims to create a more effective and focused academic environment for students and educators alike. The additional school-lead PLC and Planning opportunities would assist in analyzing student data and increasing student achievement.

**WHEREAS 6A-1.099811 School Improvement State System of Support for Deficient and Failing Schools.** The purpose of this rule is to set forth the School Improvement (SI) State System of Support for Deficient and Failing Schools pursuant to Section 1008.33, F.S., by establishing differentiated intervention and support strategies for traditional public schools, delineating the responsibilities of the school, district and Department of Education (Department), setting timelines for intervention and support strategies, prescribing reporting requirements to review and monitor progress of schools, and setting forth submission and approval criteria for Turnaround Option Plans.

**WHEREAS**, Polk County School District will submit to the Department a Memorandum of Understanding (MOU) required by Section 1001.42(21).

**NOW, THEREFORE**, with the mutual goal of increasing student achievement, the parties agree to the additional time for a school led PLC or Planning. This additional time will allow schools to conduct an extra school-led PLC or Planning session per week. Any planning time worked as outlined below would be paid if implemented prior to grant approval.

## **1. Teacher Duties and Stipend Compensation**

The additional one (1)-45-minute admin-directed planning period is mandatory for instructional staff at School Improvement schools. In return, instructional staff will be compensated at their regular hourly rate of pay for (2) hours per week of self-directed or collaborative planning outside their contractual time. The extra Planning or PLC is in addition to the (1)-45- minute admin directed planning period that is scheduled currently with teachers, administratively led. This grant-funded admin-directed planning period will not follow the shortened week provision for one (1)-45-minute regular admin-directed planning in the Teacher CBA. Every week the administration will conduct (1)-45-minute planning period of planning regardless of an abbreviated work week. The (2) hours per week are to be documented on a Special Activity Payroll Log to be processed for the following end of month pay period.

## **2. Educational Support Personnel**

Should the additional payroll recordkeeping duties and responsibilities associated with processing the extra teacher and paraeducator paid planning time, the secretary responsible will log hours worked according to ESP Article 5.13, "Overtime: "Overtime" shall be defined as hours worked in excess of forty (40) hours during the basic work week."

**3. List of District Managed Schools-** The following list of schools may be modified after PM3 Data is analyzed but before May 30, 2025, to give notice to schools who may fall under District Managed Improvement Schools. The following schools are under District Management Improvement in the 2024-2025 school year, and they currently listed in this Agreement unless their PM3 data shows they would be removed.

**Auburndale High School**  
**Kathleen High School**  
**McLaughlin Academy of Excellence**  
**Crystal Lake Middle School**  
**Stambaugh Middle School**  
**Crystal Lake Elementary School**  
**North Lakeland Elementary School**



This Memorandum of Understanding will expire on June 30, 2026.

**POLK EDUCATION ASSOCIATION, INC. POLK COUNTY SCHOOL DISTRICT**

By: Stephanie Yocum  
Stephanie Yocum  
President  
Polk Education Association

Date: 5/22/25

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

Date: 5/21/25

c: Jason Pitts, Deputy Superintendent, Chief of Staff  
Brian Warren, Associate Superintendent, Human Resource Services  
Nicole Bennett, Regional Assistant Superintendent, Transformation  
Andrew Baldwin, Senior Director, Federal Programs  
Tara McDowell, Senior Director, Payroll Department, Business Services  
Dr. Curtis Williams, Senior Director, Human Resource Services  
Alyson Dort, Director, Title I, Federal Programs

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**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE SCHOOL DISTRICT OF POLK COUNTY, FLORIDA  
AND  
THE POLK EDUCATION ASSOCIATION, INC.**

**2025-2026 TEACHER PRE-PLANNING DAYS  
WITH STUDENT ORIENTATION GUIDELINES**

This Memorandum of Understanding (MOU) memorializes the parties' agreement to amend the teacher workday and staff development day structure during the six (6) Teacher Pre-planning days (Staff Development and Teacher Workdays) and set consistent parameters for student orientation schedules.

The **SCHOOL DISTRICT OF POLK COUNTY, FLORIDA** (D/B/A Polk County Public Schools) (**District**) and the **POLK EDUCATION ASSOCIATION, INC. (PEA)** as evidenced by the respective signatures below, are parties hereto and agree to this Memorandum of Understanding (MOU) as more specifically set forth herein.

**WHEREAS** the PEA is the certified bargaining agent for the District, and the District is the employer and a party to the PEA Collective Bargaining Agreements (CBA) governing teachers, paraeducators and educational support (clerical) personnel; and,

**WHEREAS** the Polk County School District and PEA mutually agree that new parameters for designated teacher workdays and teacher staff development days should be agreed upon for Teacher Pre-planning days; and

**WHEREAS** the Polk County School District and PEA mutually agree that consistent guidelines for student orientation days should be set during Teacher Pre-planning week.

**CONTRACT RECITALS**

**TEACHER ARTICLE III - SCHOOL CALENDAR**

**3.3** Non-student contact days for teachers shall be designated as six (6) Work Days and four (4) Staff Development Days. Workdays shall be available for teachers to use as Teacher Self-Directed Planning (Article 6.3) except that the principal may schedule and hold one (1) Faculty Meeting (Article 6.5) of not more than 60 consecutive minutes during the day. Staff Development Days may be used as described in Article 6.5 Faculty Meetings.

**TEACHER ARTICLE VI – TEACHING CONDITIONS**

**MEMORANDUM OF UNDERSTANDING  
2023-2024 AND 2024-2025 SCHOOL CALENDARS  
PRE-PLANNING DAYS WITH ORIENTATION GUIDELINES**

**6.1-1** As a part of teachers' professional responsibilities, they are expected to attend such after school activities as: parent-teacher meetings, open house, graduation. The parties recognize that teachers have obligations outside their professional responsibilities and agree that schedules for such activities shall be provided no later than the last day of teacher pre-planning of each school year and that flex time be provided to those participating teachers by mutual agreement of the principal and teachers.

**6.1-2** With the exception of the last grading period, grades will be due by the end of the duty day of the second working day following the end of the grading period. For the last grading period, middle and high school grades will be due at 8:00 a.m. on the first workday following the last student contact day. For teachers of graduating seniors, grades will be due one (1) day before the last official school day for seniors. Grades should be submitted no later than the end of the duty day for this group and the date will be determined during second semester. For elementary schools, grades will be due on the 172nd student day. The exact due dates and time for grades will be published within the school calendar whenever possible.

**6.2 Teacher Workday:** The workday for all teachers shall be no more than 7½ hours. On non-student days teachers shall have a one (1) hour lunch break.

**PARAEDUCATOR ARTICLE II - DEFINITIONS**

**2.8 REGULAR STRAIGHT TIME HOURLY RATE:** The "regular straight time hourly rate" means an employee's straight hourly base rate and applicable supplements and longevity if any.

**2.9 OVERTIME:** "Overtime" shall be defined as hours worked in excess of forty (40) hours during the basic work week.

**PARAEDUCATOR ARTICLE IX - SALARIES**

**19.3** Regularly recurring duties beyond the contracted duty day will be paid at the employees' regular rate of pay in accordance with the federal wage and hour guidelines. All work contracted and performed beyond a 40-hour work week will be paid at "time and a half" of the employee's hourly rate of pay. (Example: Asst. Volleyball Coach \$1,340 divided by \$12.00 (\$8.00 + \$4.00) = 111.66 hours.)

**MEMORANDUM OF UNDERSTANDING  
2023-2024 AND 2024-2025 SCHOOL CALENDARS  
PRE-PLANNING DAYS WITH ORIENTATION GUIDELINES**

**ESP ARTICLE IV - COMPENSATION**

**15.9 Pay for Overtime:** One and one-half (1 1/2) times the regular straight time hourly rate of pay shall be paid for hours worked in excess of forty during the basic work week. Personnel whose normal work week is 37 1/2 hours shall be paid their regular rate of pay up to 40 hours, overtime will be paid after 40 hours of work has been performed. Payment of overtime shall not be duplicated for the same hours worked.

**15.9-1** Regularly recurring duties beyond the contracted duty day will be paid at the employees' regular rate of pay in accordance with the federal wage and hour guidelines. All work contracted and performed beyond a 40-hour work week will be paid at "time and a half" of the employee's hourly rate of pay.

**NOW, THEREFORE, PEA and the District agree as follows:**

**I. 2025-2026 DATES**

The following are the 2025-2026 six (6) Teacher Workdays reserved for self-directed teacher planning time and four (4) Staff development Days designated to Administration.

- a. On non-student days, all employees covered under PEA CBAs shall have a one (1) hour lunch break.
- b. On full 7.75-hour Teacher Workdays (planning time) the principal may schedule and hold one (1) Faculty Meeting of up to sixty (60) consecutive minutes during the day.
- c. Split Days: The 7.75-hour teacher contract day is divided between administration-directed staff development (half-day morning) and self-directed teacher planning time (half-day afternoon).  
[7.75 hours minus 1 hour lunch=6.75 hours/2=3.375 hours (3 hours and 22 minutes = half day)]
- d. Full 7.75-hour Teacher Workdays will follow the language in Teacher CBA.

1. **Friday, August 1, 2025 Split Day**
2. **Monday, August 4, 2025 Split Day**
3. **Tuesday, August 5, 2025 Secondary/K-8 Orientation Full Teacher Workday**  
Orientation scheduling guidelines are outlined below.
4. **Wednesday, August 6, 2025 District Contact Day- Full Staff Development Day**

**MEMORANDUM OF UNDERSTANDING**  
**2023-2024 AND 2024-2025 SCHOOL CALENDARS**  
**PRE-PLANNING DAYS WITH ORIENTATION GUIDELINES**

5. **Thursday, August 7, 2025 Elementary Orientation *Full Teacher Workday***  
Orientation scheduling guidelines are outlined below.
6. **Friday, August 8, 2025 *Split Day***
7. **Monday, October 13, 2025 *Split Day***
8. **Monday, January 5, 2026 *Full Teacher Workday***
9. **Tuesday, January 6, 2026 Staff Development Day**
10. **Friday, May 29, 2026 *Full Teacher Workday***

**II. Student Orientation Dates and Guidelines**

**A. 2025-2026**

**Tuesday, August 5, 2025** K-8, Middle and High School  
Student Orientation

**Thursday, August 7, 2025** Elementary Student Orientation  
First Paraeducator Workday of  
186-Day Contract

1. School Orientations will be held during the hours of 12pm-7pm on the dates listed above, not to exceed 7:00pm. with no more than 2 orientation sessions scheduled for a school.
2. Orientation duties for any staff covered under the PEA Collective Bargaining Agreements are limited to up to three (3) hours during the designated Student Orientation Day set forth in the School Board approved 2025-2026 School Calendar. An up to 60 consecutive minute faculty meeting during a full teacher workday will not occur on the school's designated orientation day.
3. Up to three (3) hours of teacher flexible (flex) time will be mutually agreed to by the supervisor and the teacher to use during the Pre-planning week.
4. The up to three (3) hours of teacher flexible (flex) time will be mutually agreed to by the supervisor and the teacher to use during the Pre-planning week.
5. **Paraeducators and ESP Clerical Staff Working Outside Their Contractual Hours-** Paraeducators and ESPs may be directed to perform duties during Orientation Times for their specific worksite during their contracted workdays. Should Paraeducator or ESP attendance be deemed necessary by mutual agreement

**MEMORANDUM OF UNDERSTANDING**  
**2023-2024 AND 2024-2025 SCHOOL CALENDARS**  
**PRE-PLANNING DAYS WITH ORIENTATION GUIDELINES**

of the principal and the employee to work during an Orientation Time outside of their contractual workday, the Paraeducator or ESP must be paid at their regular hourly rate of pay.

6. Secondary or K-8 school Paraeducators and ESPs agreeing to work during Orientation prior to their regular contracted work schedule on Thursday, August 7, 2025, must be paid their regular hourly rate of pay for Orientation duties for no more than two (2) hours.
7. Orientation schedules must be provided to staff no later than two weeks prior to the first official workday for teachers. For staff hired after this deadline, the orientation date and schedule must be provided at the time of position acceptance.

**III. Elementary School Grades Due Date:** The grades due date in Teacher Article 6.1-2 will be amended from the 172<sup>nd</sup> student day to the 176<sup>th</sup> student day. The parties agree to include this revision with the next ratification process.

**6.1-2** With the exception of the last grading period, grades will be due by the end of the duty day of the second working day following the end of the grading period. For the last grading period, middle and high school grades will be due at 8:00 a.m. on the first workday following the last student contact day. For teachers of graduating seniors, grades will be due one (1) day before the last official school day for seniors. Grades should be submitted no later than the end of the duty day for this group and the date will be determined during second semester. For elementary schools, grades will be due on the 176<sup>th</sup> student day. The exact due dates and time for grades will be published within the school calendar whenever possible.

**MEMORANDUM OF UNDERSTANDING  
2023-2024 AND 2024-2025 SCHOOL CALENDARS  
PRE-PLANNING DAYS WITH ORIENTATION GUIDELINES**

This agreement will expire June 30, 2026.

**POLK EDUCATION ASSOCIATION, INC.**

**POLK COUNTY SCHOOL  
DISTRICT**

By: Stephanie Yocum  
Stephanie Yocum  
President  
Polk Education Association

Date

5/22/25

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

Date

5/27/25

c: Jason Pitts, Chief of Staff, Deputy Superintendent  
Wayne Green, Deputy Superintendent  
Joseph McNaughton, III, Associate Superintendent, Chief Academic Officer  
Tammy Williams, Assistant Superintendent, Learning Support  
Business Services Finance and Payroll Departments  
Human Resource Services



**MEMORANDUM OF UNDERSTANDING DIFFERENTIATED  
ACCOUNTABILITY (DA) and TURNAROUND OPTION PLAN (TOP)  
SCHOOLS STAFF EXPECTATIONS AND MANDATORY JULY  
PROFESSIONAL DEVELOPMENT**

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE SCHOOL DISTRICT OF POLK COUNTY, FLORIDA AND  
THE POLK EDUCATION ASSOCIATION, INC.**

**2025-2026  
DISTRICT MANAGED SCHOOL IMPROVEMENT SCHOOLS**

The **SCHOOL DISTRICT OF POLK COUNTY, FLORIDA** (D/B/A Polk County Public Schools) (**PCPS/District**) and the **POLK EDUCATION ASSOCIATION, INC. (PEA)** as evidenced by the respective signatures below, are parties hereto and agree to this Memorandum of Understanding (MOU) as more specifically set forth herein.

**WHEREAS** the PEA is the certified bargaining agent for the District; and, the District is the employer and party to the Teacher, Paraeducator, and Educational Support Personnel Collective Bargaining Agreements (CBA) with the PEA; and,

**WHEREAS**, Section 1008.33, Florida Statutes (2023), authorizes the State Board of Education to apply intensive intervention and support strategies tailored to the needs of schools earning consecutive grades of "D" or a grade of "F." PCPS must immediately implement intervention and support strategies prescribed in rule and by September 1 provide the FDOE with the memorandum of understanding negotiated pursuant to s. 1001.42(21); and,

**WHEREAS** Section 1001.42(21), F.S. (2023), provides that an educational emergency exists when one or more schools in the District have a school grade of "D" or "F," and PCPS must implement intervention programs and support strategies to improve student performance, and provide the FDOE with a negotiated memorandum of understanding regarding the selection, placement, and expectations of instructional personnel in these schools.

**NOW, THEREFORE**, with the mutual goal of increasing student achievement the parties agree to additional expectations and requirements for school-based staff for the 2025-2026 school year.

**1. Mandatory July 2025 Professional Development**

In addition to the Teacher Staff Development Days defined in the School Calendar, all school-based instructional personnel, to include paraeducators and classroom and non-classroom instructional staff, must participate in four (4) days of early return professional development (PD) July 28, 2025-July 31, 2025. Itinerant teachers who are scheduled to work at any of these schools may choose to participate.

**a. List of District Managed Schools-** The following list of schools may be modified after

**MEMORANDUM OF UNDERSTANDING DIFFERENTIATED  
ACCOUNTABILITY (DA) and TURNAROUND OPTION PLAN (TOP)  
SCHOOLS STAFF EXPECTATIONS AND MANDATORY JULY  
PROFESSIONAL DEVELOPMENT**

PM3 Data is analyzed but before May 30, 2025, to give notice to schools who may fall under District Managed Improvement Schools. The following schools are under District Management Improvement in the 2024-2025 school year, and they currently listed in this Agreement unless their PM3 data shows they would be removed.

**Auburndale High School  
Kathleen High School  
McLaughlin Academy of Excellence  
Crystal Lake Middle School  
Stambaugh Middle School  
Crystal Lake Elementary School  
North Lakeland Elementary School**

- b.** Affected staff at listed school(s) will be informed of the mandatory professional development and reporting hours immediately upon signature of both parties.
- c.** Staff at schools initially not listed but subsequently added to the list by the Florida Department of Education (FDOE) following the anticipated July release of school grades, will be promptly notified of this possibility as soon as the district receives the updated list of potentially included schools. If a school is added to this list after May 30, 2025, this July professional development will be voluntary for staff at added schools.
- d.** Should an employee have a conflict regarding mandatory participation, the employee must request a later training opportunity outside of the regular duty day to be considered for approval on a case-by-case basis.
- e.** Compensation: The summer workday will be the same as the regular school year (7.75 daily hours). Instructional employees will be paid their regular hourly rate of pay, including a one (1)-hour paid lunch. Paraeducators will work the same 7.75-hour day as teachers and be compensated at their regular hourly rate.

Additional voluntary PD opportunities may be offered by the FDOE at listed school (s) throughout the summer, as available.

## **2. Teacher Retention at School Improvement Schools**

The expectation is for all teachers at the identified school to embrace the terms of this agreement and sign the attached Employee Agreement for the 2025-2026 school year.

Prior to the start of the school year should an existing employee at any school not agree to the expectations, the Article 17.4 and 14.4-2 voluntary intent to transfer and application process will be followed: "17.4-2 Request for Transfer Between School Years: It is the responsibility of the teacher to notify the principals where vacancies exist in order to be considered for the vacancy. The transfer will be subject to approval by the District Certification Compliance Department. A principal will only be notified of an employee's intent to transfer ten (10) workdays after the teacher has filed the intent to transfer form."

**MEMORANDUM OF UNDERSTANDING DIFFERENTIATED  
ACCOUNTABILITY (DA) and TURNAROUND OPTION PLAN (TOP)  
SCHOOLS STAFF EXPECTATIONS AND MANDATORY JULY  
PROFESSIONAL DEVELOPMENT**

The expectation is for all teachers at the listed school to embrace the terms of this agreement for the 2025-2026 school year.

**3. Improvement/Movement of Teachers throughout the School Year**

All Essential Performance Criteria, as documented in Journey, will be monitored by the administration for performance. Any pattern of less than *Effective* on any Essential Performance Criteria, observable and non-observable, will result in intervention by administration and development of a plan for improvement.

When student progress monitoring shows early data indicators in need of improvement there will be a meeting with the teacher to discuss the Essential Performance Criteria and develop a plan for improvement as defined in the Teacher Collective Bargaining Agreement. The plan will be monitored and failure to show improvement could result in the teacher being involuntarily transferred out of the school.

Teachers in need of improvement will only be transferred out if an *Effective* or *Highly Effective* teacher (based on 2024-2025 overall evaluation) is available to fill the position. The decision to reassign a teacher will be made in conjunction with the Superintendent's designee as applicable. Prior to removing teachers from the school, the Human Resource Services Division will work with school administration and the PEA to ensure alternate placement of identified instructional personnel in accordance with Teacher Article 17.6-1:

*"In unusual and special circumstances, the Superintendent may recommend to the Board that a teacher be transferred from one position to another specific position for good and sufficient reasons. Any teacher being transferred under this section may not be placed into an out-of-field assignment or a position for which the teacher is not fully qualified, and the teacher may request written reasons for the transfer. Such transfers are effective upon the Superintendent's recommendation. Subsequent approval is required on the next available School Board Meeting agenda. Refusal by the teacher to accept such assignment shall release the Board from further obligation to that employee."*

**4. Lesson Plans**

In addition to the provisions in Teacher Article 6.9, lesson plans will be provided in SharePoint one (1) week in advance for administrator review.

**5. Teacher Effectiveness**

Intensive effort will be made to find instructional staff that meets the demonstrated mastery to ensure appropriate staffing levels are met in the school.

- a. Other instructional staff, including but not limited to ESE and ESOL, that generate a

**MEMORANDUM OF UNDERSTANDING DIFFERENTIATED  
ACCOUNTABILITY (DA) and TURNAROUND OPTION PLAN (TOP)  
SCHOOLS STAFF EXPECTATIONS AND MANDATORY JULY  
PROFESSIONAL DEVELOPMENT**

prior year (2024-2025) state VAM rating will also be considered a core teacher.

- b. Non-VAM evaluated teachers such as science and social studies must demonstrate an overall prior year (2024-2025) PCPS Student Achievement Objective (SAO) Evaluation rating of *Highly Effective* or *Effective* to be retained.
- c. Teachers within their first year of teaching, and/or new to the District, and without an evaluation or student learning data source, will be considered *Effective* for purposes of this agreement.

**6. School-based Coaches and Interventionists**

Academic Coaches and Interventionists will be held to the same criteria as core teachers. To ensure that the teachers develop a high degree of comfort when working with the Academic Coaches and Interventionists, the parties acknowledge that these invaluable resource persons are not administrative or supervisory, but rather act as partners and mentors in furthering the goal of improving academic results.

- a. All current content-specific support staff (coaches/interventionists) will be reevaluated for the placement of candidates.
- b. Coaches/interventionists will be held to the same expectations as classroom teachers at the school.
- c. Coaches/interventionists must demonstrate an overall prior year (2024-2025) PCPS Student Achievement Objective (SAO) Evaluation rating of *Highly Effective* or *Effective* to be retained at the school.
- d. Coaches/interventionists may be subject to an involuntary transfer to a position for which they are certified and qualified at a non-DA school if the coach/interventionist has an overall evaluation rating of less than *Effective* for the 2024-2025 school year.

**7. Professional Development**

Professional development will be job embedded and data driven. In addition to the Teacher Staff Development Days defined in the Board-approved School Calendar, additional days of staff development beyond the duty day may also be required throughout the school year. Every reasonable effort will be made to notice training dates at least two (2) weeks in advance. PEA will be notified of any mandatory staff development beyond the duty day before school-based staff are noticed.

- a. Should there be a need, school administration will notify affected teachers regarding any mandatory staff development dates and specific work hours by email, phone calls

**MEMORANDUM OF UNDERSTANDING DIFFERENTIATED  
ACCOUNTABILITY (DA) and TURNAROUND OPTION PLAN (TOP)  
SCHOOLS STAFF EXPECTATIONS AND MANDATORY JULY  
PROFESSIONAL DEVELOPMENT**

and social media outlets.

- b. Should a current teacher have a conflict regarding mandatory attendance, a request for a later training opportunity outside of the regular duty day will be considered on a case-by-case basis.
- c. Teachers newly hired/transferred to the school after any mandatory training dates will be offered comparable staff development outside of the regular duty day at a future date.
- d. Any mandatory staff development during the school year that is held beyond the regular duty day will be remunerated at the employee's regular hourly rate of pay.

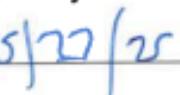
**8. Funding**

Should additional funds become available while this MOU is in effect, the District and PEA will discuss any appropriate amendments and distribution of such funds.

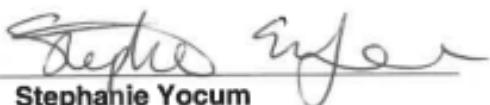
**This Memorandum of Understanding will expire June 30, 2026.**

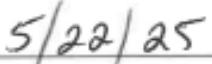
**POLK COUNTY SCHOOL DISTRICT**

By:   
Frederick R. Heid  
Superintendent  
Polk County Public Schools

Date 

**POLK EDUCATION ASSOCIATION, INC.**

By:   
Stephanie Yocom  
President  
Polk Education Association, Inc.

Date 

**Attachment: 2025-2026 Employee Agreement**

c: Wayne Green, Deputy Superintendent  
Jason Pitts, Chief of Staff, Deputy Superintendent  
Joseph McNaughton, III, Associate Superintendent, Chief Academic Officer  
Nicole Bennett, Regional Assistant Superintendent, Transformation/SI (Contact)  
Andrew Baldwin, Senior Director, Federal Programs & Grant Management  
Business Services Finance and Payroll Departments  
Human Resource Services

**MEMORANDUM OF UNDERSTANDING DIFFERENTIATED  
ACCOUNTABILITY (DA) and TURNAROUND OPTION PLAN (TOP)  
SCHOOLS STAFF EXPECTATIONS AND MANDATORY JULY  
PROFESSIONAL DEVELOPMENT**

**2025-2026 EMPLOYEE AGREEMENT**

This Agreement is entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2025, by and between the Polk County Public Schools (PCPS), and Employee, \_\_\_\_\_ [print full name] a \_\_\_\_\_ [job title] at \_\_\_\_\_, a Turnaround Option Plan (TOP) school. The PCPS and the Polk Education Association, Inc. (PEA), the certified bargaining agent representing instructional and non-instructional employees reached the attached Memorandum of Understanding with provisions regarding the selection, placement and expectations for the 2025-2026 school year.

Employee agrees to comply with all provisions outlined in the attached Memorandum of Understanding.

*Initials*

All instructional staff shall be eligible to receive School Recognition Funds and compensation to the same extent staff in other schools are eligible.

*Initials*

**Attachment:** PCPS and PEA Memorandum of Understanding for Staff Selection, Placement and Expectations

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Employee Signature

PCPS Personnel ID#

Date Signed

Original:  
Copies:

PCPS Personnel File (Human Resource Services, Route E)  
Employee and Principal



**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE SCHOOL DISTRICT OF POLK COUNTY, FLORIDA  
AND  
THE POLK EDUCATION ASSOCIATION, INC.**

**PARAEDUCATOR-TEACHER APPRENTICE PROGRAM**

**WHEREAS**, the Polk Education Association, Inc. (PEA) is the certified bargaining agent for the School District of Polk County, Florida (D/B/A Polk County Public Schools) (PCPS); and the PCPS is the employer and party to the Paraeducator Collective Bargaining Agreement (CBA) with PEA; and,

**WHEREAS**, The Paraeducator-Teacher Apprentice Program is a teacher pipeline pilot program that will prepare selected Paraeducators to satisfy a competency-based education bachelor's degree through a partnership between PCPS and Polk State University.

**NOW, THEREFORE**, the parties agree to the program as follows:

- 1. Paraeducator Selection:** Paraeducators will be selected from the pool of qualified candidates. District representatives from Office of Acceleration & Innovation and Teacher Engagement as well as representatives from Polk State College will select participants. Selection is based on strength of application including supervisor recommendation, Personal Objective Statement, and video submission expressing interest in participating in the program.
- 2. Duties and Expectations:** This position exists to provide on the job training as a pathway to earning a bachelor's degree in education. The Paraeducator-Teacher Apprentice provides direct instruction alongside a mentor teacher. All college coursework is completed through competency-based assessments and online and face-to-face learning while performing essential responsibilities. Note: Duration of this position is two (2) years to complete the Teacher Apprenticeship program, not to exceed three (3) years. It may be extended to three (3) years if the apprenticeship changes schools or districts.

The Human Resource Services Division and the Polk Education Association will review any other requests for extension due to extenuating circumstances on a case-by-case basis. The decision of the Chief of Human Resource Services Division shall be final and binding, and the decision shall not be subject to the grievance procedure.

## **MEMORANDUM OF UNDERSTANDING PARAEDUCATOR-TEACHER APPRENTICE PROGRAM**

Paraeducator-Teacher Apprentices will follow the same work schedule as their mentor teacher with the same 7.75-hour workday, 196-day work calendar with 6 paid holidays, duty-free lunch, and all planning time provisions in Teacher Articles 3 and 6. Paraeducator-Teacher Apprentices cannot be used to sub or cover another position on campus. If the mentor teacher is absent, a substitute teacher must be secured for the mentor teacher's absence. The Paraeducator-Teacher Apprentice cannot be listed as a "teacher of record."

- 3. Pay Schedule:** The Paraeducator-Teacher Apprentice Program is different than a regular paraeducator paygrade as this program is not meant to exceed three (3) years while the apprentice fulfills the requirements of a competency-based bachelor's degree in education. Therefore, the apprentice pay schedule levels are based on completion of program benchmarks.

Level A: Entry Level into the Apprenticeship Program

196 days/year, 1,519 hours/year, 7.75 hours/day

\$21.40 per hour \$32,506 annually

Level B: After completion of Semester 1 \$1,500 bonus

Level C: After completion of Semester 2 \$2,000 bonus

Level D: After completion of Semester 3 \$3,000 bonus

Level E: After completion of Semester 4 \$4,000 bonus

After Human Resources confirms successful completion of a semester, the Paraeducator-Teacher Apprentice will move to the next pay level with the associated one-time bonus to top out at Level E. The bonus will not be prorated. After completion of the entire apprenticeship program with certification requirements, the Paraeducator will be eligible to apply for an instructional position covered under Teacher Collective Bargaining Agreement.

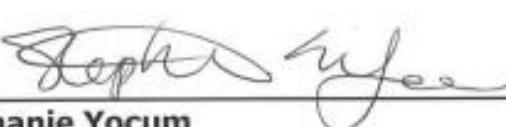
- 4. Teacher Mentors** (See Teacher Article XIV – Professional Qualifications and Assignments): Teachers assigned by the principal/supervisor as the designated Professional Education Competence (PEC) mentor for new hires will be paid a total supplement not to exceed \$500 per assigned mentee teacher, subject to successful completion, upload, review, and approval by Professional Development staff of a minimum of four (4), but not to exceed seven (7) mentoring tools per assigned

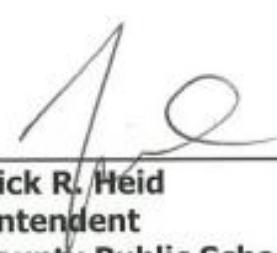
**MEMORANDUM OF UNDERSTANDING  
PARAEDUCATOR-TEACHER APPRENTICE PROGRAM**

mentee. Completion of less than four (4) and less than seven (7) mentoring tools will result in a prorated supplement of \$71.43 per reviewed and approved mentoring tool. PEC mentors will be paid only once per reviewed and approved tool.

**This Memorandum of Understanding will expire June 30, 2028.**

**POLK EDUCATION ASSOCIATION, INC.    POLK COUNTY SCHOOL DISTRICT**

By:   
Stephanie Yocum  
President  
Polk Education Association

By:   
Frederick R. Heid  
Superintendent  
Polk County Public Schools

7/17/25  
Date

7/22/25  
Date

c: Jason Pitts, Deputy Superintendent, Chief of Staff  
Joseph McNaughton, III, Associate Superintendent, Chief Academic Officer  
Brian Warren, Associate Superintendent, Human Resource Services  
Andrew Baldwin, Senior Director, Federal Programs  
Tara McDowell, Senior Director, Payroll Department, Business Services  
Dr. Curtis Williams, Senior Director, Human Resource Services  
Alyson Dort, Director, Title I, Federal Programs  
Kellie Jarrett, Senior Coordinator, Federal Programs

Cost Center: 93901000000  
Fund: 42041725  
Funded Program: G42041725-23  
Functional Area: 6400  
IIQ Ticket: 217119

3 of 3



**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE SCHOOL DISTRICT OF POLK COUNTY, FLORIDA  
AND  
THE POLK EDUCATION ASSOCIATION, INC.**

**2025-2026**

**DISTRICT MANAGED IMPROVEMENT SCHOOLS- COLLABORATIVE PLANNING – INSTRUCTIONAL STAFF IN SCHOOL IMPROVEMENT SCHOOLS WILL BE ALLOWED UP TO 2 HOURS OF PLANNING OUTSIDE OF INSTRUCTIONAL TIME IN RETURN FOR PARTICIPATING IN ONE ADDITIONAL 45-MINUTE ADMINISTRATOR DIRECTED PLANNING PERIOD.**

The **SCHOOL DISTRICT OF POLK COUNTY, FLORIDA** (D/B/A Polk County Public Schools) (**PCPS/District**) and the **POLK EDUCATION ASSOCIATION, INC. (PEA)** as evidenced by the respective signatures below, are parties hereto and agree to this Memorandum of Understanding (MOU) as more specifically set forth herein.

**WHEREAS** the PEA is the certified bargaining agent for the District; and, the District is the employer and party to the Teacher and Paraeducator Collective Bargaining Agreements (CBA) with the PEA; and,

**WHEREAS** PCPS is actively working to enhance the quality of PLC and Planning meetings, and the introduction of minimum standards aims to create a more effective and focused academic environment for students and educators alike. The additional school-lead PLC and Planning opportunities would assist in analyzing student data and increasing student achievement.

**WHEREAS 6A-1.099811 School Improvement State System of Support for Deficient and Failing Schools.** The purpose of this rule is to set forth the School Improvement (SI) State System of Support for Deficient and Failing Schools pursuant to Section 1008.33, F.S., by establishing differentiated intervention and support strategies for traditional public schools, delineating the responsibilities of the school, district and Department of Education (Department), setting timelines for intervention and support strategies, prescribing reporting requirements to review and monitor progress of schools, and setting forth submission and approval criteria for Turnaround Option Plans.

**WHEREAS**, Polk County School District will submit to the Department a Memorandum of Understanding (MOU) required by Section 1001.42(21).

**NOW, THEREFORE**, with the mutual goal of increasing student achievement, the parties agree to the additional time for a school led PLC or Planning. This additional time will allow schools to conduct an extra school-led PLC or Planning session per week. Any planning time worked as outlined below would be paid if implemented prior to grant approval.

### **1. Teacher Duties and Stipend Compensation**

The additional one (1)-45-minute admin-directed planning period is mandatory for instructional staff at School Improvement schools. In return, instructional staff will be compensated at their regular hourly rate of pay for (2) hours per week of self-directed or collaborative planning outside their contractual time. The extra Planning or PLC is in addition to the (1)-45- minute admin directed planning period that is scheduled currently with teachers, administratively led. This grant-funded admin-directed planning period will not follow the shortened week provision for one (1)-45-minute regular admin-directed planning in the Teacher CBA. Every week administration will conduct (1)-45-minute planning period of planning regardless of an abbreviated work week. The (2) hours per week are to be documented on a Special Activity Payroll Log to be processed for the following end of month pay period.

### **2. Educational Support Personnel**

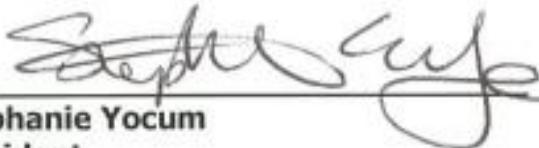
Should the additional payroll recordkeeping duties and responsibilities associated with processing the extra teacher and paraeducator paid planning time, the secretary responsible will log hours worked according to ESP Article 5.13, "Overtime: "Overtime" shall be defined as hours worked in excess of forty (40) hours during the basic work week."

**3. List of District Managed Schools-** The following list of schools may be modified after PM3 Data is analyzed but before May 30, 2025, to give notice to schools who may fall under District Managed Improvement Schools. The following schools are under District Management Improvement in the 2024-2025 school year, and they currently listed in this Agreement unless their PM3 data shows they would be removed.

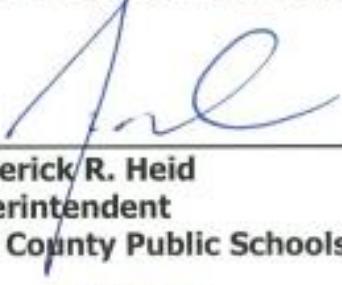
**North Lakeland Elementary School**  
**Dixieland Elementary School**  
**Kathleen Middle School**  
**Eagle Lake Elementary School**  
**Auburndale High School**  
**Kathleen High School**  
**McLaughlin Academy of Excellence**  
**Crystal Lake Middle School**  
**Stambaugh Middle School**  
**Crystal Lake Elementary School**

This Memorandum of Understanding will expire on June 30, 2026.

**POLK EDUCATION ASSOCIATION, INC. POLK COUNTY SCHOOL DISTRICT**

By:   
Stephanie Yocum  
President  
Polk Education Association

Date: 7/30/25

By:   
Frederick R. Heid  
Superintendent  
Polk County Public Schools

Date: 8/5/25

c: Jason Pitts, Deputy Superintendent, Chief of Staff  
Brian Warren, Associate Superintendent, Human Resource Services  
Nicole Bennett, Regional Assistant Superintendent, Transformation  
Andrew Baldwin, Senior Director, Federal Programs  
Tara McDowell, Senior Director, Payroll Department, Business Services  
Dr. Curtis Williams, Senior Director, Human Resource Services  
Alyson Dort, Director, Title I, Federal Programs



**MEMORANDUM OF UNDERSTANDING DIFFERENTIATED  
ACCOUNTABILITY (DA) and TURNAROUND OPTION PLAN (TOP)  
SCHOOLS STAFF EXPECTATIONS AND MANDATORY JULY  
PROFESSIONAL DEVELOPMENT**

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE SCHOOL DISTRICT OF POLK COUNTY, FLORIDA AND  
THE POLK EDUCATION ASSOCIATION, INC.**

**2025-2026  
DISTRICT MANAGED SCHOOL IMPROVEMENT SCHOOLS**

The **SCHOOL DISTRICT OF POLK COUNTY, FLORIDA** (D/B/A Polk County Public Schools) (**PCPS/District**) and the **POLK EDUCATION ASSOCIATION, INC. (PEA)** as evidenced by the respective signatures below, are parties hereto and agree to this Memorandum of Understanding (MOU) as more specifically set forth herein.

**WHEREAS** the PEA is the certified bargaining agent for the District; and, the District is the employer and party to the Teacher, Paraeducator, and Educational Support Personnel Collective Bargaining Agreements (CBA) with the PEA; and,

**WHEREAS**, Section 1008.33, *Florida Statutes* (2023), authorizes the State Board of Education to apply intensive intervention and support strategies tailored to the needs of schools earning consecutive grades of "D" or a grade of "F." PCPS must immediately implement intervention and support strategies prescribed in rule and by September 1 provide the FDOE with the memorandum of understanding negotiated pursuant to s. 1001.42(21); and,

**WHEREAS** Section 1001.42(21), *F.S.* (2023), provides that an educational emergency exists when one or more schools in the District have a school grade of "D" or "F," and PCPS must implement intervention programs and support strategies to improve student performance, and provide the FDOE with a negotiated memorandum of understanding regarding the selection, placement, and expectations of instructional personnel in these schools.

**NOW, THEREFORE**, with the mutual goal of increasing student achievement the parties agree to additional expectations and requirements for school-based staff for the 2025-2026 school year.

**1. Mandatory July 2025 Professional Development**

In addition to the Teacher Staff Development Days defined in the School Calendar, all school-based instructional personnel, to include paraeducators and classroom and non-classroom instructional staff, must participate in four (4) days of early return professional development (PD) July 28, 2025-July 31, 2025. Itinerant teachers who are scheduled to work at any of these schools may choose to participate.

**a. List of District Managed Schools-** The following list of schools may be modified after

**MEMORANDUM OF UNDERSTANDING DIFFERENTIATED  
ACCOUNTABILITY (DA) and TURNAROUND OPTION PLAN (TOP)  
SCHOOLS STAFF EXPECTATIONS AND MANDATORY JULY  
PROFESSIONAL DEVELOPMENT**

PM3 Data is analyzed but before May 30, 2025, to give notice to schools who may fall under District Managed Improvement Schools. The following schools are under District Management Improvement in the 2024-2025 school year, and they currently listed in this Agreement unless their PM3 data shows they would be removed.

**Crystal Lake Middle School**  
**North Lakeland Elementary School**  
**Auburndale High School**  
**Kathleen High School**  
**McLaughlin Academy of Excellence**  
**Stambaugh Middle School**  
**Crystal Lake Elementary School**

- b.** Affected staff at listed school(s) will be informed of the mandatory professional development and reporting hours immediately upon signature of both parties.
- c.** Staff at schools initially not listed but subsequently added to the list by the Florida Department of Education (FDOE) following the anticipated July release of school grades, will be promptly notified of this possibility as soon as the district receives the updated list of potentially included schools. If a school is added to this list after May 30, 2025, this July professional development will be voluntary for staff at added schools.
- d.** Should an employee have a conflict regarding mandatory participation, the employee must request a later training opportunity outside of the regular duty day to be considered for approval on a case-by-case basis.
- e.** Compensation: The summer workday will be the same as the regular school year (7.75 daily hours). Instructional employees will be paid their regular hourly rate of pay, including a one (1)-hour paid lunch. Paraeducators will work the same 7.75-hour day as teachers and be compensated at their regular hourly rate.

Additional voluntary PD opportunities may be offered by the FDOE at listed school (s) throughout the summer, as available.

## **2. Teacher Retention at School Improvement Schools**

The expectation is for all teachers at the identified school to embrace the terms of this agreement and sign the attached Employee Agreement for the 2025-2026 school year.

Prior to the start of the school year should an existing employee at any school not agree to the expectations, the Article 17.4 and 14.4-2 voluntary intent to transfer and application process will be followed: "17.4-2 Request for Transfer Between School Years: It is the responsibility of the teacher to notify the principals where vacancies exist in order to be considered for the vacancy. The transfer will be subject to approval by the District Certification Compliance Department. A principal will only be notified of an employee's intent to transfer ten (10) workdays after the teacher has filed the intent to transfer form."

**MEMORANDUM OF UNDERSTANDING DIFFERENTIATED  
ACCOUNTABILITY (DA) and TURNAROUND OPTION PLAN (TOP)  
SCHOOLS STAFF EXPECTATIONS AND MANDATORY JULY  
PROFESSIONAL DEVELOPMENT**

The expectation is for all teachers at the listed school to embrace the terms of this agreement for the 2025-2026 school year.

**3. Improvement/Movement of Teachers throughout the School Year**

All Essential Performance Criteria, as documented in Journey, will be monitored by the administration for performance. Any pattern of less than *Effective* on any Essential Performance Criteria, observable and non-observable, will result in intervention by administration and development of a plan for improvement.

When student progress monitoring shows early data indicators in need of improvement there will be a meeting with the teacher to discuss the Essential Performance Criteria and develop a plan for improvement as defined in the Teacher Collective Bargaining Agreement. The plan will be monitored and failure to show improvement could result in the teacher being involuntarily transferred out of the school.

Teachers in need of improvement will only be transferred out if an *Effective* or *Highly Effective* teacher (based on 2024-2025 overall evaluation) is available to fill the position. The decision to reassign a teacher will be made in conjunction with the Superintendent's designee as applicable. Prior to removing teachers from the school, the Human Resource Services Division will work with school administration and the PEA to ensure alternate placement of identified instructional personnel in accordance with Teacher Article 17.6-1:

*"In unusual and special circumstances, the Superintendent may recommend to the Board that a teacher be transferred from one position to another specific position for good and sufficient reasons. Any teacher being transferred under this section may not be placed into an out-of-field assignment or a position for which the teacher is not fully qualified, and the teacher may request written reasons for the transfer. Such transfers are effective upon the Superintendent's recommendation. Subsequent approval is required on the next available School Board Meeting agenda. Refusal by the teacher to accept such assignment shall release the Board from further obligation to that employee."*

**4. Lesson Plans**

In addition to the provisions in Teacher Article 6.9, lesson plans will be provided in SharePoint one (1) week in advance for administrator review.

**5. Teacher Effectiveness**

Intensive effort will be made to find instructional staff that meets the demonstrated mastery to ensure appropriate staffing levels are met in the school.

- a. Other instructional staff, including but not limited to ESE and ESOL, that generate a

**MEMORANDUM OF UNDERSTANDING DIFFERENTIATED  
ACCOUNTABILITY (DA) and TURNAROUND OPTION PLAN (TOP)  
SCHOOLS STAFF EXPECTATIONS AND MANDATORY JULY  
PROFESSIONAL DEVELOPMENT**

prior year (2024-2025) state VAM rating will also be considered a core teacher.

- b. Non-VAM evaluated teachers such as science and social studies must demonstrate an overall prior year (2024-2025) PCPS Student Achievement Objective (SAO) Evaluation rating of *Highly Effective* or *Effective* to be retained.
- c. Teachers within their first year of teaching, and/or new to the District, and without an evaluation or student learning data source, will be considered *Effective* for purposes of this agreement.

**6. School-based Coaches and Interventionists**

Academic Coaches and Interventionists will be held to the same criteria as core teachers. To ensure that the teachers develop a high degree of comfort when working with the Academic Coaches and Interventionists, the parties acknowledge that these invaluable resource persons are not administrative or supervisory, but rather act as partners and mentors in furthering the goal of improving academic results.

- a. All current content-specific support staff (coaches/interventionists) will be reevaluated for the placement of candidates.
- b. Coaches/interventionists will be held to the same expectations as classroom teachers at the school.
- c. Coaches/interventionists must demonstrate an overall prior year (2024-2025) PCPS Student Achievement Objective (SAO) Evaluation rating of *Highly Effective* or *Effective* to be retained at the school.
- d. Coaches/interventionists may be subject to an involuntary transfer to a position for which they are certified and qualified at a non-DA school if the coach/interventionist has an overall evaluation rating of less than *Effective* for the 2024-2025 school year.

**7. Professional Development**

Professional development will be job embedded and data driven. In addition to the Teacher Staff Development Days defined in the Board-approved School Calendar, additional days of staff development beyond the duty day may also be required throughout the school year. Every reasonable effort will be made to notice training dates at least two (2) weeks in advance. PEA will be notified of any mandatory staff development beyond the duty day before school-based staff are noticed.

- a. Should there be a need, school administration will notify affected teachers regarding any mandatory staff development dates and specific work hours by email, phone calls

**MEMORANDUM OF UNDERSTANDING DIFFERENTIATED  
ACCOUNTABILITY (DA) and TURNAROUND OPTION PLAN (TOP)  
SCHOOLS STAFF EXPECTATIONS AND MANDATORY JULY  
PROFESSIONAL DEVELOPMENT**

and social media outlets.

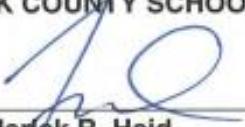
- b. Should a current teacher have a conflict regarding mandatory attendance, a request for a later training opportunity outside of the regular duty day will be considered on a case-by-case basis.
- c. Teachers newly hired/transferred to the school after any mandatory training dates will be offered comparable staff development outside of the regular duty day at a future date.
- d. Any mandatory staff development during the school year that is held beyond the regular duty day will be remunerated at the employee's regular hourly rate of pay.

**8. Funding**

Should additional funds become available while this MOU is in effect, the District and PEA will discuss any appropriate amendments and distribution of such funds.

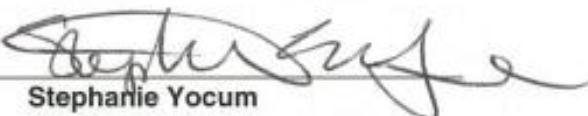
This Memorandum of Understanding will expire June 30, 2026.

**POLK COUNTY SCHOOL DISTRICT**

By:   
Frederick R. Heid  
Superintendent  
Polk County Public Schools

Date

**POLK EDUCATION ASSOCIATION, INC.**

By:   
Stephanie Yocum  
President  
Polk Education Association, Inc.

Date

**Attachment: 2025-2026 Employee Agreement**

c: Wayne Green, Deputy Superintendent  
Jason Pitts, Chief of Staff, Deputy Superintendent  
Joseph McNaughton, III, Associate Superintendent, Chief Academic Officer  
Nicole Bennett, Regional Assistant Superintendent, Transformation/SI (Contact)  
Andrew Baldwin, Senior Director, Federal Programs & Grant Management  
Business Services Finance and Payroll Departments  
Human Resource Services

**MEMORANDUM OF UNDERSTANDING DIFFERENTIATED  
ACCOUNTABILITY (DA) and TURNAROUND OPTION PLAN (TOP)  
SCHOOLS STAFF EXPECTATIONS AND MANDATORY JULY  
PROFESSIONAL DEVELOPMENT**

**2025-2026 EMPLOYEE AGREEMENT**

This Agreement is entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2025, by and between the Polk County Public Schools (PCPS), and Employee, \_\_\_\_\_ [print full name] a \_\_\_\_\_ [job title] at \_\_\_\_\_, a Turnaround Option Plan (TOP) school. The PCPS and the Polk Education Association, Inc. (PEA), the certified bargaining agent representing instructional and non-instructional employees reached the attached Memorandum of Understanding with provisions regarding the selection, placement and expectations for the 2025-2026 school year.

Employee agrees to comply with all provisions outlined in the attached Memorandum of Understanding.

*Initials*

- All instructional staff shall be eligible to receive School Recognition Funds and compensation to the same extent staff in other schools are eligible.

*Initials*

**Attachment:** PCPS and PEA Memorandum of Understanding for Staff Selection, Placement and Expectations

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Employee SignaturePCPS Personnel ID#Date Signed

Original: PCPS Personnel File (Human Resource Services, Route E)  
Copies: Employee and Principal



**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE SCHOOL DISTRICT OF POLK COUNTY, FLORIDA  
AND  
THE POLK EDUCATION ASSOCIATION, INC.**

**ESE VE SELF-CONTAINED TEACHER AND PARAEDUCATOR BEHAVIOR  
ACADEMIC CLUSTER UNIT  
2025-2026 EXPECTATIONS**

This Memorandum of Understanding (MOU) outlines the expectations and stipend eligibility for instructional and paraeducator support Behavior Academic Cluster (BAC) units serving students with a consistent pattern of high frequency and/or high intensity documented behavior and placed in the Behavior Academic Cluster (BAC) units at the following schools:

**Floral Avenue Elementary School  
Highlands Grove Elementary  
Lake Shipp Elementary School  
Loughman Oaks Elementary School  
Sleepy Hill Elementary School**

The **SCHOOL DISTRICT OF POLK COUNTY, FLORIDA** (D/B/A Polk County Public Schools) (**PCPS/District**) and the **POLK EDUCATION ASSOCIATION, INC. (PEA)** as evidenced by the respective signatures below, are parties hereto and agree to this Memorandum of Understanding (MOU) as more specifically set forth herein.

**WHEREAS** the PEA is the certified bargaining agent for the District; and the District is the employer and party to the Teacher and Paraeducator Collective Bargaining Agreements (CBA) with the PEA; and,

**WHEREAS** each listed school above has been allocated additional ESE VE Self-Contained Teacher and Paraeducator positions to facilitate highly specialized positive behavior interventions that are explicit, intensive, accelerated and provide ample practice for students with challenging behaviors.

**MEMORANDUM OF UNDERSTANDING  
ELEMENTARY ESE TEACHER AND PARAEDUCATOR  
SELF-CONTAINED  
BEHAVIOR ACADEMIC CLUSTER UNIT EXPECTATIONS**

**NOW, THEREFORE**, with the mutual goal of serving students in the IMPACT Program, the parties agree to additional expectations for these school-based teachers for the 2024-2025 school year.

**1. Teacher of ESE VE (Exceptional Student Education for Varying Exceptionalities) Qualifications for the Behavior Academic Cluster Unit**

- a. Must be certified in Exceptional Student Education (ESE) and Elementary Education for Elementary sites. Secondary site teachers must be certified in Exceptional Student Education (ESE).
- b. Hold an overall prior year instructional evaluation rating of *Highly Effective* or *Effective* to be considered.
- c. Hold certification in Crisis Prevention Institute Nonviolent Crisis Intervention-Advanced Physical Skills (NCI-APS) and demonstrate competency in performing physical crisis interventions/techniques to provide for the safety of students, other team members, and the teacher.
- d. Demonstrate an extensive knowledge and understanding of the concepts, principles, and methodologies for effective instruction and positive behavioral support that are beneficial for implementation with students with challenging and inappropriate behaviors.
- e. Establish and maintain effective professional relationships with contracted vendor(s) providing behavior support.
- f. Significant standing, walking, moving, climbing, carrying, bending, kneeling, crawling, reaching, handling, pushing, and pulling.
- g. Preferred: A minimum of three years' experience teaching "at-risk" and/or "behaviorally challenged" students.

**MEMORANDUM OF UNDERSTANDING  
ELEMENTARY ESE TEACHER AND PARAEDUCATOR  
SELF-CONTAINED  
BEHAVIOR ACADEMIC CLUSTER UNIT EXPECTATIONS**

**2. Mandatory Professional Development**

- a. Teachers:** In addition to the Teacher Staff Development Days defined in the School Calendar, ESE BAC teachers must participate in three (3) days of early return professional development (PD): July 29, 30, and 31 2025. (Note: August 1<sup>st</sup> is the first 196-day teacher workday).
  - i. July 29: Behavior Coaching Initial Training Session
  - ii. July 30 and 31 Nonviolent Crisis Intervention-Advanced Physical Skills (NCI-APS)
- b. Paraeducators:** ESE BAC paraeducators must participate in three (3) days of early return professional development (PD): July 29, 30, 31, 2025.
  - i. July 29: Behavior Coaching Initial Training Session
  - ii. July 30 and 31: Nonviolent Crisis Intervention-Advanced Physical Skills (NCI-APS)
- c. Teacher Compensation:** The summer workday will be the same as the regular school year (7.75 daily paid hours) at each employee's regular hourly rate of pay, plus a one (1)-hour paid lunch.
- d. Paraeducator Compensation:** The summer workday will be the same as the regular school year (7.5 daily paid hours) at each employee's regular hourly rate of pay, plus a one (1)-hour paid lunch.
- e. Participate in Behavior Coaching Program** facilitated by the Learning Support Division team during the workday. Teachers will participate in five training sessions, instructor led, throughout the first semester. Following the instructor-led training sessions, teachers will have a minimum of six individual 1:1 sessions with District behavior support staff to provide teachers the opportunity to apply the components and strategies covered in training sessions.
- f. Additional staff development beyond the duty day** may also be required throughout the school year. Every reasonable effort will be made to notice training dates at least two (2) weeks in advance. PEA will be notified of any mandatory staff development beyond the duty day before school-based staff are noticed.

**MEMORANDUM OF UNDERSTANDING  
ELEMENTARY ESE TEACHER AND PARAEDUCATOR  
SELF-CONTAINED  
BEHAVIOR ACADEMIC CLUSTER UNIT EXPECTATIONS**

- g. Should a teacher have a conflict regarding mandatory participation, the teacher must request a later training opportunity outside of the regular duty day to be considered for approval on a case-by-case basis.
- h. Teachers newly hired/transferred to the school after any mandatory training dates will be offered comparable staff development outside of the regular duty day at a future date.
- i. Any mandatory staff development during the school year held beyond the regular duty day will be remunerated at the employee's regular hourly rate of pay.

**3. Teacher and Paraeducator Retention**

- Due to the specialized instruction and professional development requirements, the expectation is for ESE BAC teachers and paraeducators at the listed schools to embrace the terms of this agreement and commit to remain at their school for the entire 2025-2026 school year. Teachers may request Hardship Transfers as outlined in CBA Article 17.

**4. Compensation**

- a. **Teacher:** Annual Stipend of \$5,000 subject to the appropriate tax rate, be paid after at the end of Semester 1 and Semester 2
- b. **Paraeducator:** Annual Stipend of \$2000 subject to the appropriate tax rate, be paid after at the end of Semester 1 and Semester 2
- c. In the event an employee transfers out of a school without an BAC Program and/or is no longer employed by the District, the stipend will be prorated through the last full month worked.
- d. To receive payment, eligible teachers and paraeducators must be actively employed on the payment date, and not on an unpaid extended Board-approved leave of absence.

**MEMORANDUM OF UNDERSTANDING  
ELEMENTARY ESE TEACHER AND PARAEDUCATOR  
SELF-CONTAINED**

**BEHAVIOR ACADEMIC CLUSTER UNIT EXPECTATIONS**

- e. Provisional Substitutes and Kelly Educational Services substitutes are not eligible for the stipend.
- f. Should additional schools receive ESE BAC teacher and/or paraeducator allocations during the term of this agreement, the parties agree to create an addendum.

5. Itinerant Teacher and Paraeducator Behavior Support Personnel

- a. Itinerant Teacher and Paraeducator Behavior Support personnel will be eligible to submit mileage reimbursement to their assigned schools. This mileage reimbursement will be calculated from the BAC school site closest to their physical address on file with Polk County Public Schools. Below is a current list of BAC sites:
  - i. Floral Avenue Elementary-Bartow
  - ii. Lake Shipp Elementary-Winter Haven
  - iii. Highlands Grove Elementary-Lakeland
  - iv. Sleepy Hill Elementary-North Lakeland
  - v. Loughman Oaks Elementary-Haines City

b. If an Itinerant Teacher or Paraeducator is assigned to a school other than a BAC site, mileage will be calculated to that work site from the BAC school site closest to their physical address on file with Polk County Public Schools. If an assignment to a school that is not a BAC site occurs after the employee has reported to a BAC site, the employee mileage would be calculated from that site.

This Memorandum of Understanding will expire June 30, 2026.

**POLK EDUCATION ASSOCIATION, INC. POLK COUNTY SCHOOL DISTRICT**

By:   
Stephanie Yocum  
President  
Polk Education Association

Date 8/26/25

By:   
Frederick R. Heid  
Superintendent  
Polk County Public Schools

Date 9/3/25

c: Jason Pitts, Chief of Staff, Deputy Superintendent  
Joseph McNaughton, III, Associate Superintendent, Chief Academic Officer  
Tammy Williams, Assistant Superintendent, Learning Support  
Denisse Santos, Director, Behavior and Mental Health Support (Contact)  
Business Services Finance and Payroll Departments  
Human Resource Services  
Cost Center: School Location  
Fund: School Location  
Functional Area: School Location  
Funded Program: School Location



**MEMORANDUM OF UNDERSTANDING DIFFERENTIATED  
ACCOUNTABILITY (DA) and TURNAROUND OPTION PLAN (TOP)  
RETENTION AND PERFORMANCE INCENTIVES FOR CRYSTAL  
LAKE MIDDLE SCHOOL AND NORTH LAKELAND ELEMENTARY**

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE SCHOOL DISTRICT OF POLK COUNTY, FLORIDA AND  
THE POLK EDUCATION ASSOCIATION, INC.  
2025-2026  
CRYSTAL LAKE MIDDLE SCHOOL AND NORTH LAKELAND  
ELEMENTARY**

The **SCHOOL DISTRICT OF POLK COUNTY, FLORIDA** (D/B/A Polk County Public Schools) (**PCPS/District**) and the **POLK EDUCATION ASSOCIATION, INC. (PEA)** as evidenced by the respective signatures below, are parties hereto and agree to this Memorandum of Understanding (MOU) as more specifically set forth herein.

**WHEREAS** the PEA is the certified bargaining agent for the District; and, the District is the employer and party to the Teacher, Paraeducator, and Educational Support Personnel Collective Bargaining Agreements (CBA) with the PEA; and,

**WHEREAS**, Section 1008.33, Florida Statutes (2023), authorizes the State Board of Education to apply intensive intervention and support strategies tailored to the needs of schools earning consecutive grades of "D" or a grade of "F." PCPS must immediately implement intervention and support strategies prescribed in rule and by September 1 provide the FDOE with the memorandum of understanding negotiated pursuant to s. 1001.42(21); and,

**WHEREAS** Section 1001.42(21), F.S. (2023), provides that an educational emergency exists when one or more schools in the District have a school grade of "D" or "F," and PCPS must implement intervention programs and support strategies to improve student performance, and provide the FDOE with a negotiated memorandum of understanding regarding the selection, placement, and expectations of instructional personnel in these schools.

**NOW, THEREFORE**, with the mutual goal of increasing student achievement the parties agree to additional expectations and requirements for school-based staff for the 2025-2026 school year.

1. **Retention Incentive**-Teachers, Paraeducators and Educational Support Personnel who have worked at the school since the first contract day for that employee group or position will receive the following incentive. Employees must be active the entire quarter to receive this incentive. Employees will be paid with the Supplemental Pay App.
2. **Sign On Incentive**-Teachers, Paraeducators and Educational Support Personnel who transfer or are newly hired after the first contract day of the 25-26 SY will receive the full value of the retention incentive as though they were at the school from the first contract day. This provision defines the sign on incentive to assist in recruiting staff and will be paid with the Supplemental Pay App.

**MEMORANDUM OF UNDERSTANDING DIFFERENTIATED  
ACCOUNTABILITY (DA) and TURNAROUND OPTION PLAN (TOP)  
RETENTION AND PERFORMANCE INCENTIVES FOR CRYSTAL  
LAKE MIDDLE SCHOOL AND NORTH LAKELAND ELEMENTARY**

Teachers-

1 <sup>st</sup> quarter	2 <sup>nd</sup> quarter	3 <sup>rd</sup> quarter	4 <sup>th</sup> quarter	Total
\$1,250	\$1,250	\$1,250	\$1,250	\$5,000

Paraeducator-

1 <sup>st</sup> quarter	2 <sup>nd</sup> quarter	3 <sup>rd</sup> quarter	4 <sup>th</sup> quarter	Total
\$625	\$625	\$625	\$625	\$2,500

Educational Support Personnel-

1 <sup>st</sup> quarter	2 <sup>nd</sup> quarter	3 <sup>rd</sup> quarter	4 <sup>th</sup> quarter	Total
\$375	\$375	\$375	\$375	\$1,500

Employees are not eligible for the Retention/Sign On incentive while on an approved leave or Paid Administrative Leave (PAL). Should the allegation that placed the employee on PAL be found to be not sustained, the incentive will be provided to the employee retroactively with the Supplemental Pay App.

### **3. School Performance Incentives**

Teachers of ELA and/or Math contents as well as other content areas (all teachers) will receive \$5,000 if the school receives a grade of "C" or higher. Employees will be paid with the Supplemental Pay App. The teacher must be active to receive the incentive. Otherwise, they would receive the incentive upon return to active status.

### **4. Student Performance Incentives**

Consistent with Section 1012.22, F.S. (performance-based pay requirements) K-8 Teachers of ELA and/or Math, grades 4-8 ELA and/or Math with an effective or highly effective VAM or teachers with a growth metric set by the district from PM1-PM-3 from the state progress monitoring assessment (to be developed) will receive \$5,000. Employees will be paid with the Supplemental Pay App. The teacher must be active to receive the incentive. Otherwise, they would receive the incentive upon return to active status.

**MEMORANDUM OF UNDERSTANDING DIFFERENTIATED  
ACCOUNTABILITY (DA) and TURNAROUND OPTION PLAN (TOP)  
RETENTION AND PERFORMANCE INCENTIVES FOR CRYSTAL  
LAKE MIDDLE SCHOOL AND NORTH LAKELAND ELEMENTARY**

**Summary of Incentives**

Incentive	Amount	Description	Employee Group(s)	Payment Method	Payment Timeline
Retention	\$5,000	Current employees at school since first contract day of 25-26 SY.	All Teachers Paraeducator ESP	Supplemental Pay App	Pay period at the end of the month following each nine weeks.
Sign On	\$5,000	Transferred or newly hired employees after first contract day of 25-26 SY.	All Teachers Paraeducator ESP	Supplemental Pay App	Pay period at the end of the month following each nine weeks.
School Performance	\$5,000	School grade of "C" of higher.	All Teachers	Supplemental Pay App	Pay period at the end of the month following release of school grades.
Student Performance	\$5,000	K-8 Teachers of ELA and/or Math, grades 4-8 ELA and/or Math with an effective or highly effective VAM or teachers with a growth metric set by the district from PM1-PM-3 from the state progress monitoring	Teachers-ELA and/or Math Contents	Supplemental Pay App	Pay period at the end of the month following PM-3 or VAM scores as applicable.

**MEMORANDUM OF UNDERSTANDING DIFFERENTIATED  
ACCOUNTABILITY (DA) and TURNAROUND OPTION PLAN (TOP)  
RETENTION AND PERFORMANCE INCENTIVES FOR CRYSTAL  
LAKE MIDDLE SCHOOL AND NORTH LAKELAND ELEMENTARY**

		assessment (to be developed)			
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**5. Teachers Reassigned from Central Office**

Teachers will be paid an incentive of \$250/week for temporary instructional reassignment during recruitment initiatives to fill instructional vacancies. Teachers will be paid with the Supplemental Pay App and receive appropriate mileage reimbursement. Mileage will be calculated from central office to school location and back daily. Mileage to North Lakeland Elementary will be \$120.54 and \$86.59 for Crystal Lake Middle School. Mileage will be paid through the Supplemental Pay App. Reassignment incentives will cease upon the first day a candidate is scheduled with students for the position the teacher is serving. Teachers reassigned under this provision are not eligible for the retention, sign on, school performance or student performance incentives.

**Additional Provisions**

- Application Process:
  - Staff interested in the incentive program must apply for a posted vacancy at one of the TOP Schools and notify the Recruitment and Engagement Office by September 19, 2025, at [jobs@polk-fl.net](mailto:jobs@polk-fl.net).
- Verification:
  - Human Resources will verify eligibility, including certification, VAM rating, assignment, and employment status, consistent with §1012.34, Fla. Stat. and Article XV of the CBA
- Limitations:
  - This program applies exclusively to instructional personnel as defined in §1012.01(2), Fla. Stat.
  - Funding is limited to allocations provided to Differentiated Accountability/Turnaround schools with an approved Turnaround Option Plan under §1008.33, Fla. Stat.
  - Nothing in this MOU alters or supersedes contractual protections under Article XXII – Professional Compensation
  - Separation (termination, 90 probationary release, retirement, or resignation) from the school or PCPS invalidates eligibility.
  - Employees assigned by the district but support these schools-for example, ESE facilitators or itinerant staff are not eligible as they are not permanent staff members for these schools.
  - Contracted employees outside of PCPS are not eligible for these incentives.
- Notification:
  - Teachers selected to receive the bonus will be given official written notification from Human Resources.

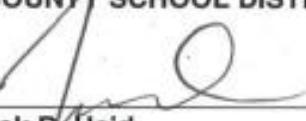
**MEMORANDUM OF UNDERSTANDING DIFFERENTIATED  
ACCOUNTABILITY (DA) and TURNAROUND OPTION PLAN (TOP)  
RETENTION AND PERFORMANCE INCENTIVES FOR CRYSTAL  
LAKE MIDDLE SCHOOL AND NORTH LAKELAND ELEMENTARY**

**Duration**

This MOU is effective for the 2025–2026 school year only, unless extended by mutual agreement of the Board and the Association, consistent with Article II – Negotiations Procedure of the Collective Bargaining Agreement.

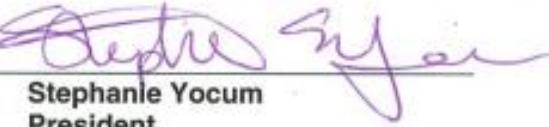
This Memorandum of Understanding will expire June 30, 2026.

**POLK COUNTY SCHOOL DISTRICT**

By:   
Frederick R. Heid  
Superintendent  
Polk County Public Schools

8/18/25  
Date

**POLK EDUCATION ASSOCIATION, INC.**

By:   
Stephanie Yocom  
President  
Polk Education Association, Inc.

9/16/25  
Date

c: Tracy Collins, Chief of Schools  
Jason Pitts, Operations, Deputy Superintendent  
Joseph McNaughton, III, Associate Superintendent, Chief Academic Officer  
Telay Kendrick, Chief of Human Resource Services  
Brian Warren, Chief of Labor and Employee Relations  
Nicole Bennett, Regional Assistant Superintendent, Transformation/SI (Contact)  
Andrew Baldwin, Senior Director, Federal Programs & Grant Management  
Business Services Finance and Payroll Departments  
Human Resource Services