



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

**AFSCME  
COLLECTIVE BARGAINING  
AGREEMENT**

**Bus Drivers and Attendants**

**2018 – 2021**

**Board Approved December 10, 2019  
Ratified November 16, 2019**

**APPENDIX B**  
**2019-2020 BUS DRIVER SALARY SCHEDULE**  
**180 DAYS (BASED ON FIVE (5) HOUR DAY)**

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

| <b>2019-2020<br/>Salary<br/>Level</b> | <b>2019-2020<br/>Hourly<br/>Rate</b> |
|---------------------------------------|--------------------------------------|
| 1                                     | \$13.40                              |
| 2                                     | \$14.17                              |
| 3                                     | \$15.46                              |
| 4                                     | \$17.52                              |
| 5                                     | \$17.98                              |
| 6                                     | \$18.24                              |
| 7                                     | \$18.33                              |

NOTE: EXPERIENCE DOES NOT INCLUDE ANY TIME SERVED AS A SUBSTITUTE DRIVER.

**APPENDIX C**  
**2019-2020 BUS ATTENDANT SALARY SCHEDULE**  
**180 DAYS (BASED ON FIVE (5) HOUR DAY)**

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

| <b>2019-2020<br/>Salary<br/>Level</b> | <b>2019-2020<br/>Hourly<br/>Rate</b> |
|---------------------------------------|--------------------------------------|
| 1                                     | \$9.28                               |
| 2                                     | \$9.77                               |
| 3                                     | \$10.60                              |
| 4                                     | \$11.69                              |
| 5                                     | \$12.14                              |
| 6                                     | \$12.36                              |
| 7                                     | \$12.62                              |
| 8                                     | \$12.68                              |

NOTE: EXPERIENCE DOES NOT INCLUDE ANY TIME SERVED AS A SUBSTITUTE.