POLK COUNTY PUBLIC SCHOOLS
STUDENTS FIRST

Agenda Item Details

Meeting	**July 26, 2022 – Work Session** **July 26, 2022 – Board Meeting**
Category	Work Session Discussion Item Board Meeting Action Agenda
Subject	American Federation of State, County, and Municipal Employees, Local 2227 (AFSCME) Renegotiated 2022-2023 Salaries
Access	Public
Type	Action

Recommended Action

The Superintendent recommends a motion to approve the renegotiated 2022-2023 AFSCME employee salary settlement for bus drivers and attendants, custodial, maintenance and vehicle services employees and school nutrition assistants.

DESCRIPTION:

The Superintendent and staff are pleased to recommend approval of the attached collectively bargained tentative salary agreements overwhelmingly ratified by employees on June 25, 2022. The results of the ratification are as follows:

- Bus Drivers and Attendants
  - Yes: 87 (15% of employees voting)
  - No: 0

- Custodial, Electronic Equipment Repair and Support (EERS), Maintenance Trades, Vehicle Services and Warehouse Employees
  - Yes: 63 (7% of employees voting)
  - No: 0

- School Nutrition Assistants
  - Yes: 3 (.44% of employees voting)
  - No: 0

AFSCME, Local 2227 represents approximately 2,113 employees:

- 167 Bus Attendants and 417 Bus Drivers (584)
- 850 Custodial, Electronic Equipment Repair and Support, Maintenance Trades, Vehicle Services and Warehouse Employees
- 679 School Nutrition Assistants.

After two meetings, on June 13, 2022 the parties reached a settlement. The proposed tentative agreement revises the original two-year salary agreement approved by the Board on August 24, 2021. The parties agreed to reopen 2022-2023 to renegotiate the .75-cent hourly increase in light of the new state employee $15/hour minimum wage, as well as a fluctuation in the total funding per student received from the Florida Education Finance Program (FEFP).

- **Bus Attendants**
- **Custodians, EERS, Maintenance Trades, Vehicle Services, and Warehouse Employees**
- **School Nutrition Assistants 2022-2023**

Highlights of the settlement for all groups except bus drivers include the following:

1. Increased the minimum base hourly rate from $11 to $15/hour retroactive to July 1, 2022. This increase resulted in a compression of salary levels to reach $15/hour.

2. Salary levels not affected by the new minimum base of $15/hour compression will be increased by at least $1.75, with no level movement retroactive to July 1, 2022.

3. Employees already at the top (Level "A") of their respective schedules as of June 30, 2022 will see an increase of $1.85/hour retroactive to July 1, 2022.

Bus Drivers 2022-2023

1. Entry level drivers with no prior driving experience will see an increase from the $14.50/hour 21-22 rate to $16.25/hour retroactive to July 1, 2022.
2. Driver salary level 2 will increase from $15.00 to $16.75/hour.
3. All other levels increase by $1.75 as well, with no level movement.
4. Drivers already at the top (Level "A") as of June 30, 2022 will see an increase of $1.85/hour retroactive to July 1, 2022.

CONTACTS:
Jason Pitts, Chief of Staff
Heather Jenkins, Associate Superintendent, Chief Financial Officer
Brian Warren, Associate Superintendent, Human Resource Services

EXPECTED OUTCOME:

With the new $15.00 state employee minimum wage, the recent Polk Education Association settlements, and salary increases for AFSCME groups, the District expects to maintain a general fund balance of 4.4% as of June 30, 2023.

FINANCIAL IMPACT:
The original two-year AFSCME salary settlement (approved by the Board August 24, 2021) was set to cost the District an additional $5,861,700 above the approximately $51,818,658 (2020) in salaries and benefits.

The cost of the new $15 state worker minimum hourly wage for the three AFSCME groups is estimated to be $7,876,672, including benefits.

AFSCME Employee Group	2022-2023 Additional Salary Cost	Benefits	Total Additional Cost
Bus Drivers and Bus Attendants	$1,301,753	$257,096	$1,558,849
Custodial/EERS/Maintenance Trades/Vehicle Services/ Warehouse Employees	$4,193,783	$828,272	$5,022,055
School Nutrition Assistants* * The School Nutrition Fund (41010000) is a USDA non-General Revenue source.	$2,503,685	$494,478	$2,998,163
Estimated Totals	$7,999,221	$1,579,846	$9,579,067

SCHOOL BOARD POLICIES:
4410 – Support Staff Compensation
4420 – Support Staff Benefits

Attachment: Ratified Tentative Salary Agreement pending School Board Approval