

**APPENDIX 2
TEAMSTERS SALARY SCHEDULE (July 1, 2023)**

(8 hr. workday, includes 30-minute paid lunch) (Non-Exempt)

STEP	III	IV	V	VI
A*	\$17.36	\$18.95	\$20.43	\$21.93
B	\$17.86	\$19.45	\$20.93	\$22.43
C	\$18.31	\$19.90	\$21.38	\$22.88
D	\$18.86	\$20.45	\$21.93	\$23.43
E	\$19.21	\$20.80	\$22.28	\$23.78
F	\$19.76	\$21.35	\$22.83	\$24.33
G	\$20.26	\$21.85	\$23.33	\$24.83
H	\$20.63	\$22.27	\$23.76	\$25.33
I	\$21.03	\$22.67	\$24.17	\$25.83
J	\$21.42	\$23.06	\$24.59	\$26.33
K	\$21.84	\$23.44	\$24.98	\$26.83
L	\$22.24	\$23.86	\$25.39	\$27.74
M	\$22.61	\$24.27	\$25.77	\$28.34
N	\$23.00	\$24.72	\$26.25	\$28.89
O	\$23.53	\$25.27	\$26.80	\$29.44
P	\$24.08	\$25.82	\$27.35	\$29.99
Q	\$24.63	\$26.37	\$27.90	\$30.54
R	\$25.13	\$26.87	\$28.40	\$31.06
S	\$25.52	\$27.29	\$28.86	\$31.56
T	\$25.88	\$27.62	\$29.21	\$31.85
U	\$26.28	\$28.06	\$29.69	\$32.38
V	\$26.69	\$28.51	\$30.17	\$32.88
W	\$27.19	\$29.01	\$30.67	\$33.38

** Initial Placement on the salary schedule for 0 to 2 years of experience*

CLASSIFICATIONS: (Work Areas)

III	IV	V	VI
Bus Attendant Custodian Custodian Asst., Elementary Groundskeeper I Head Custodian, Elementary Mechanic Helper Nutrition Service Worker	Head Custodian Middle/High Painter Parts and Tool Attendant Utility Person	Bus Driver Delivery Person Utility Bus Driver Groundskeeper II	AV/Comm. Specialist Carpenter Controls Technician Dispatcher Electrician Equipment Technician HVAC Technician Irrigation Technician Mechanic Paint and Body Technician Parts and Tool Specialist Plumber Transportation Driver Trainer Welder

The following supplements will be added to the hourly rate:

- \$ 1.25 per hour** Hours worked as a crew leader. Work crew leaders must be approved by the Superintendent or his designee.

- \$.50 per hour** All Transportation Mechanics working at satellite locations without direct and on-site supervision; limited to two employees per satellite site, one (1) employee per shift, for purposes of covering the early and late shifts when a crew leader is not on-site (South, Estates, Immokalee) Must be approved by the Superintendent or designee.

- \$.75 per hour** Mechanics and Parts & Tool Attendants in the Department of Transportation and HVAC (Utility Person) who are required to work an eight (8) hour shift that normally ends later than 9:00 PM.

- \$.50 per hour** Dispatcher working without direct or readily available supervision; limited to two employees, one (1) employee per shift, for purposes of covering the early and late shifts when a manager and/or supervisor is not readily available. Must be approved by the Superintendent or designee.

New employees shall be limited to a maximum of five (5) years of validated and job-related full-time experience. Former Collier County School District Employees returning to the school district within the bargaining unit shall be credited with the same salary experience previously earned. Refer to Article 15.1.3 for specific details.

**APPENDIX 3
ADDITIONAL EDUCATION AND TRAINING**

The following list of degrees, certificates, licenses, and courses meet the requirements for Article 15 of the contract. Employees are limited to one supplement for a degree, or certificate, or license or group of courses.

1. Maintenance

Four-Year Degree (\$1.25) Bachelors (Arts or Science)

Two Year Degree (\$.75) Associates (Arts or Science)

2. Approved certification or licensure program related to the EMPLOYEE's job classification (\$.50)
EMPLOYEE limited to one supplement.

- a. United States Armed Services related Advanced Individual Training Courses related to specific trade. Example: Audio Visual – Electronic courses which were successfully completed (Approval by Department head required).
- b. Certifications issued by the Collier County/City of Naples Competency Board (including journeyman's and contractors) relating to specific trade of employee. (Approval by Department head required).
- c. Active state contractor's licenses issued by the State of Florida Department of Business and Professional Regulation relating to specific trade of employee.
- d. Any series (3 or more) of state/county/city* licenses required to do the performance of the trade.

i. Grounds person II

CDL "B" driver's license
State of Florida Ornamental Spray license
Collier County Contractors Landscape Certificate

ii. Utility

CDL "B" driver's License
Two Collier County Contractors Certificates in a related field (approval by Department head required).

iii. Painter

CDL "B" driver's license
Collier County Contractors Certificate Painting

iv. Mechanic

CDL "B" driver's license
Related approved courses in generator and engine repair

v. Welder

CDL "B" driver's license
*Welder's certification for commercial piping (approval by Department head required)

3. Transportation

Four Year Degree (\$.1.25) Bachelors (Arts or Science)

Two Year College Degree (\$.75) Associates (Arts or Science)

- Must pass and actively maintain ASE (National Institute for Automotive Service Excellence) certification exam for School Bus Series certifications/licensure related to the employee's job classification (\$.50) per exam
- (\$.25) for each additional certifications/licensure related to the employee's job classification
- Program of instruction providing certification must be delivered by a fully accredited institution of higher learning and must be pre- approved by Department Director.

vi. Bus Trainers

Florida certified Commercial Driver's License Examiner

vii. Bus Attendants

Certified Nursing Assistant

4. Transportation CDL Third Party Examiner

- (\$.75) for eligible employees currently assigned to the role of transportation driver trainer who apply, interview, and are selected by the District to attend the certification training program and achieve proper certification for the role of third-party tester for DCL licensure. Seniority with not be a factor in this selection.

5. Food Service

Four-Year Degree (\$1.25) Bachelors (Arts or Science)

Two Year College Degree (\$.75) Associate (Arts or Science)

Transportation Mechanic Recruitment and Retention Program

1. The District created three levels of Transportation Mechanics with corresponding job descriptions with differentiated responsibilities and skills, titled as follows:
 - a. Transportation Mechanic I
 - b. Transportation Mechanic II
 - c. Transportation Mechanic III
2. All new candidates will be placed on step D in range VI as a Transportation Mechanic I. Experience and certifications will be reviewed upon hire to determine if they qualify for a Transportation Mechanic II or III.
3. Transportation Mechanic I that complete and pass the seven (7) required ASE School Bus Certification exams (S1-S7) for a Transportation Mechanic II, will earn an additional fifty cents (\$.50) per hour per exam added to their hourly wage earning up to \$7000 per year and will receive a title change to Transportation Mechanic II.
4. Transportation Mechanic II that complete and pass the nine (9) required ASE Auto and Light Truck certification exams (A1-A9) and three (3) Advanced ASE Specialist certification exams (L1-L3) for Transportation Mechanic III, will earn an additional fifty cents (\$.50) per hour per exam added to their hourly wage for A1-A9 and for L1-L3 and will receive a title change to Transportation Mechanic III.
5. One (1) Master Transportation Mechanic III responsible for training all Transportation Mechanic I will receive two dollars and fifty cents (\$2.50) per hour added to their hourly wage.

HVACR Technician Recruitment and Retention Program

1. The District created three levels of HVACR Technicians with corresponding job descriptions with differentiated responsibilities and skills, titled as follows:
 - a. HVACR Technician I
 - b. HVACR Technician II
 - c. HVACR Technician III
2. All new candidates will be placed on step I in range VI as an HVACR Technician I. Experience and certifications will be reviewed upon hire to determine if they qualify for a HVACR technician II or III.
3. HVACR Technician I that complete the required certifications or meet the job responsibilities outlined in the job description for a HVACR Technician II, will earn an additional two dollars and fifty cents (\$2.50) per hour added to their hourly wage earning up to \$5000 per year.
4. HVACR Technician II that complete the required certification or meet the meet the job responsibilities outlined in the job description for a HVACR Technician III, will earn an additional two dollars and fifty cents (\$2.50) per hour added to their hourly wage earning up to \$5000 per year.
5. Up to two (2) Master Technician responsible for training all HVACR Technician I will receive two dollars and fifty cents (\$2.50) per hour added to their hourly wage.