

**2018-2019 NON-INSTRUCTIONAL (BARGAINING)**

Account Clerk	24	
Clerk Typist	21	
Custodian	21	
Educational Paraprofessionals. (combined Inst. Asst.)	22	
ESE Shuttle Driver	91	<b>94</b>
ESOL/LEP Paraprofessional	22	
General Maintenance 1	31	
General Maintenance 2	35	
General Mechanic 1	31	
General Mechanic 2	35	
Master Maintenance	43	
Master Mechanic	43	
Migrant Records Clerk	23	
Migrant Social Worker/Advocate/Recruiter	26	
Nurse	Fixed	
Parent Assistant (County ESE)	21	
Property Records Clerk	23	
Records Analyst	26	
Registered Behavioral Technician	Fixed	
Resource Counselor	Fixed	
Secretary	24	
Secretary Bookkeeper-Warehouse	24	
Self Care Assistant	22	
Specialist	26	
Speech Therapy Technician	24	
Storekeeper/Warehouseman	31	
Technology Specialist	26	
Technology Specialist-Trainee	23	
Transportation Helper/Parts Clerk	21	
Interpreter	22	
Bus Attendant	90	<b>93</b>
Bus Driver	92	<b>95</b>
ESE Shuttle Driver	91	<b>94</b>
District level Secretary	26	
District Level Student Services Support Personnel	26	

Effective: July 1,2018

Adopted: April 16,2019

**NON-INSTRUCTIONAL (BARGAINING UNIT) 2018-2019 SALARY SCHEDULE**

YEARS

EXP.	21	22	23	24	26	31	35	43
"0-2	9.59	10.07	10.15	10.37	11.24	13.33	13.84	16.19
3	9.78	10.21	10.35	10.56	11.44	13.39	14.01	16.49
4	9.95	10.36	10.56	11.12	11.79	13.44	14.22	16.81
5	10.35	10.52	11.02	11.23	12.02	13.49	14.75	17.31
6	10.47	10.88	11.12	11.33	12.13	13.60	14.93	17.54
7	10.57	11.03	11.23	11.43	12.26	13.72	15.08	17.71
8	11.05	11.50	11.68	11.91	12.76	14.22	15.58	18.18
9	11.34	12.03	12.00	12.26	13.05	14.52	15.89	18.49
10	11.68	12.13	12.34	12.57	13.37	14.85	16.21	18.79
11	12.09	12.54	12.71	12.96	13.75	15.24	16.59	19.21
12	12.39	12.85	13.05	13.24	14.10	15.58	16.91	19.56
13	12.71	13.19	13.33	13.57	14.41	15.89	17.24	19.83
14	13.05	13.47	13.65	13.91	14.71	16.21	17.56	20.17
15	13.33	14.11	13.99	14.22	15.03	16.50	17.85	20.46
16	13.73	14.18	14.37	14.61	15.43	16.91	18.25	20.85
17	14.06	14.52	14.69	14.92	15.76	17.24	18.57	21.18
18	14.37	14.81	15.00	15.24	16.08	17.56	18.87	21.50
19	14.69	15.16	15.32	15.58	16.40	17.85	19.21	21.82
20	15.00	15.46	15.66	15.89	16.69	18.18	19.56	22.15
21	15.32	15.77	15.97	16.21	17.02	18.49	19.85	22.44
22	15.72	16.20	16.39	16.59	17.41	18.90	20.26	22.91
23	16.04	16.60	16.80	17.01	17.84	19.35	20.75	23.47
24	16.35	17.01	17.23	17.44	18.27	19.81	21.22	24.03
25	16.65	17.44	17.66	17.86	18.70	20.27	21.73	24.59
26	16.97	17.86	18.08	18.28	19.13	20.73	22.22	25.15
27	17.28	18.29	18.55	18.71	19.54	21.19	22.71	25.71
28+	17.61	18.72	18.96	19.14	19.96	21.64	23.07	26.29

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**Non-Instructional (Bargaining Unit) 2018-2019 Salary Schedule**

**BUS DRIVERS:**

Extracurricular Trips	Regular	Hourly
Seasonal Athletic	Regular	Wage
Nurses	\$18.63	Hourly
Resource Counselors	\$20.73	Hourly
*Stipend-BA plus DOE Teacher statement of eligibility	\$2,600.00	Annual

**SUPPLEMENTS**

AA/AS or 60 Higher Ed. Semester Hours	\$1,174.00	Annual
ESC PARA Cert. or 30 Equivalent Semester Hours(Grandfathered only)	\$265.00	Annual
Lead Bus Driver/Trainer	\$0.70	Hourly
Skilled Trades Supplement (Maint. & Mech. Only)	\$0.27	Hourly
Electrician/HVAC Technician Certificate or State License (Certification must be from a recognized training program and must be approved by the Director of Facilities and Asst. Supt. of Operations)	\$3.00	Hourly

**Transportation Hiring Bonus: Any driver hired after July 1, 2016 shall receive a one time hiring bonus of \$600. 1/2 of which will be paid at the end of the 1st semester and 1/2 at the end of the year.**

**Retention Bonus: All drivers and attendants will receive a retention bonus of \$500 per year. 1/2 of which will be paid at the end of the 1st semester and 1/2 at the end of the year. Payment of the Hiring Bonus and the Retention Bonus will be made to those qualified employees working for the Hendry County School District at the time of the distribution.**

**ATTENDANCE BONUS**

The bonus will be paid at the end of each semester in recognition of outstanding attendance.

0 time absent First Semester	\$150.00
1 day or less absent First Semester	\$125.00
2 days or less absent First Semester	\$100.00
0 time absent Second Semester	\$150.00
1 day or less absent Second Semester	\$125.00
2 days or less absent Second Semester	\$100.00

The only excused days are for Jury Duty or Temporary Duty Elsewhere (TDE)

A day equals the employee's regular assigned hours per work day.

If an employee has two (2) or more regular assigned jobs the total number of hours worked for both jobs will be considered as the equivalent of one day.

A day equals the employee's regular assigned work day with no time missed during the day.