

## **Notice to Employees**

### **Minimum Wage in Florida**

**The 2019 minimum wage in Florida is \$8.46 per hour, effective January 1, 2019, with a minimum wage of at least \$5.44 per hour for tipped employees, in addition to tips.**

The minimum wage rate is recalculated yearly on September 30, based on the Consumer Price Index.

An employer may not retaliate against an employee for exercising his or her right to receive the minimum wage. Rights protected by the State Constitution include the right to:

1. File a complaint about an employer's alleged noncompliance with lawful minimum wage requirements.
2. Inform any person about an employer's alleged noncompliance with lawful minimum wage requirements.
3. Inform any person of his or her potential rights under Section 24, Article X of the State Constitution and to assist him or her in asserting such rights.

An employee who has not received the lawful minimum wage after notifying his or her employer and giving the employer 15 days to resolve any claims for unpaid wages may bring a civil action in a court of law against an employer to recover back wages plus damages and attorney's fees.

An employer found liable for intentionally violating minimum wage requirements is subject to a fine of \$1,000 per violation, payable to the state. The Attorney General or other official designated by the Legislature may bring a civil action to enforce the minimum wage.

For details, see Section 24, Article X of the State Constitution and Section 448.110, Florida Statutes.

**2018-2019**  
**SUPPORT SALARY SCHEDULE**  
**SUBSTITUTES (NON-BARGAINING UNIT POSITIONS)**

**1. SUBSTITUTES:**

Category:

Secretarial/Clerical	<del>\$8.25</del> <b>\$8.46</b> per hour (Eff. 01/01/2018 <del>8</del> <b>9</b> )
Noon Day Shuttle Bus Runs	<del>\$8.25</del> <b>\$8.46</b> per hour (Eff. 01/01/2018 <del>8</del> <b>9</b> )
Substitute Bus Drivers for Field Trips/Extra Trips	\$ 11.00 per hour
Bus Driver Interns for Field Trips/Extra Trips	\$ 11.00 per hour

Bus Driver Intern	\$.25 per hour less than Step 7 hourly rate for regular bus drivers.
Bus Drivers	\$.50 per hour less than Step 7 hourly rate for regular bus drivers.
Substitute Licensed Practical Nurse	\$.50 per hour less than Step 1 hourly rate for regular Licensed Practical Nurse.
Substitute ESE Interpreter	\$.50 per hour less than Step 1 hourly rate for regular ESE Interpreter I.
Substitute Custodian	\$.50 per hour less than Step 1 hourly rate for regular Custodian.
Substitute Cafeteria Assistant	\$.50 per hour less than Step 1 hourly rate for regular Cafeteria Assistant.
Substitute Bus Monitor	\$1.00 per hour less than Step 1 hourly rate for regular Bus Monitor.
Substitute Clinic Assistant	\$.50 per hour less than Step 1 hourly rate for regular Health Assistant

**A. Minimum Guaranteed Work Hours**

- 1) Bus Driver Interns shall be guaranteed a minimum of 5.5 hours per day, for each day of reporting, during the 180 student days in the regular school calendar
- 2) Bus Driver substitutes shall be guaranteed a minimum of 4.5 hours per day, for each day of reporting, during the 180 student days in the regular school calendar

**B. Benefits**

Effective 9/20/02, Bus Driver Interns and Bus Driver substitutes are eligible to enroll in the District's comprehensive hospital-surgical-major medical and group life insurance policy at group rates equivalent to those of regular employees.

**2. OTHER:**

Temporary Adult Labor (when authorized by Superintendent)	<del>\$8.25</del> <b>\$8.46</b> per hour (Eff. 01/01/2018 <del>8</del> <b>9</b> )
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**3. SPECIAL GRANT PERSONNEL:**

Part-time labor employed by the Superintendent under special grant or through inter-governmental agreements will be paid an amount to be determined by the School Board.

**4. STUDENT LABOR (High School):**

When used as part-time help, and authorized by the Superintendent, students shall be paid at the following rate:

~~\$8.25~~ \$8.46 per hour (Eff. 01/01/2018~~9~~)

**5. OTHER PROGRAMS (Other than 310 Agreements)**

Individuals employed as supervisors of student workers or to complete special temporary assignments, shall be paid as follows at the discretion of the Superintendent or his/her designee:

1. An hourly rate of pay equivalent to their normal rate of pay in effect, or
2. The rate of pay for the position employed in, based on Grade and Step of the Support Salary Schedule (not to exceed step 5), as determined by the Superintendent or his/her designee, or
3. A rate of pay selected from the rate determined for Temporary Adult Labor.

**6. TRAINING BONUS - BUS DRIVERS**

Following successful completion of all required pre-service training and screenings, bus drivers shall be paid a one-time bonus of \$1,000.00

In order to enroll in the training program, applicants must complete the following:

1. Fingerprinting
2. Background check
3. Drug Screening
4. DMV license check which meet requirements for hire
5. Physical Exam
6. Completion of 90 work days of service as a substitute or intern bus driver.

~~School Board Approval: 5/3/2018~~

Pending School Board Approval: 01/08/2018