

Survey of Salary Increases for Non-Instructional Employees

| School District | 1. Has district ratified agreement for 2013-2014 for non-instructional employees | 2.A. If yes to #1, what is the rate of increase? | 2.B. If yes to #1 what is the effective date of increase? | 3. Are cost-of -living adjustments provided to non-instructional employees? |
|------------------------|--|---|--|--|
| Bay | Yes | 3.0% including step | 7/1/2013 | No |
| Bradford | No | N/A | N/A | No |
| Brevard | Yes | 4.50% | 7/1/2013 or start of school year as applicable | No |
| Broward | No | N/A | N/A | No |
| Flagler | No | N/A | N/A | No |
| Gadsden | Yes | No increase given | N/A | |
| Hendry | Yes | Average increase of 3.5% | 7/1/2013 | No |
| Highlands | Yes | 3% | 7/1/2013 | No |
| Jackson | Yes | Step - averages 1.64% increase | Start of fiscal year as applicable for 10 or 12 month employees | |
| Lake | Yes | Average step increase is 3.5% | 7/1/2013 | No |
| Miami-Dade | Tentative Agreement | If ratified, 2.3% +.1% supplement | 7/1/2013 | No |
| Nassau | No | N/A | N/A | No |
| Osceola | Yes | Average increase of 3.13% | 7/1/2013 | No |
| Palm Beach | Office employees - 4%; currently negotiating with union representing "blue collar" workers | Office employees - 4% | 1/1/2014 | No |
| Pasco | Yes | Average increase of 5.62% | 7/1/2013 | No |
| Pinellas | Yes | Average increase of 5%. | 7/1/2013 | No |
| Sumter | Yes | Average increase of 4.66% | 7/1/2013 | No |
| Wakulla | Yes | Step plus non-recurring bonus averaging \$1000 (bonus used to help offset increase in family plan health insurance) | 7/1/2013 | No |
| Walton | No | N/A | N/A | No |

2/28/2014

Miami -Dade County Public Schools, Office of Labor Relations