



# Baker County Public Schools Support Services

Sherrie Raulerson, Superintendent of Schools

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PRESENTED AND APPROVED  
IN OPEN BOARD MEETING

SEP 19 2022

MIN BOOK # 40  
MIN BOOK PG # \_\_\_\_\_

DATE: September 7, 2022

TO: Sherrie Raulerson, Superintendent

FROM: Teri Ambrose  
Executive Director for Support Services *MAA*

RE: 2022-2023 SALARY SCHEDULE

Please request Board approval of the 2022-2023 Salary Schedule pending ratification from both Unions.

Thank you for your assistance in this matter. If you have any questions, please let me know.

"Preparing individuals to be lifelong learners, self-sufficient, and responsible citizens of good character"

#### DISTRICT SCHOOL BOARD MEMBERS

Tiffany McNarnay, District 1 🐾 Richard Dean Griffis, District 2 🐾 Paula T. Barton, District 3 🐾 Charlie M. Burnett, III, District 4 🐾 Amanda Hodges, District 5

AN EQUAL ACCESS/EQUAL OPPORTUNITY INSTITUTION



# **BAKER COUNTY DISTRICT SCHOOL BOARD**



## **SALARY SCHEDULES**

### **2022-2023**



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## INFORMATION ONLY

**BENEFITS:** As per Baker County School District Board Policy

**HOLIDAY:** All 12-month (261 day) employees will receive annual leave at a rate of 1.0, 1.25, 1.5, or 2.0 days per month depending on continuous service in district.

**SICK LEAVE:** All full-time employees will receive 1 day per month for each month in the contract period.



**Baker County School Board**  
**EDUCATIONAL LEADER PLACEMENT SCHEDULE**  
**FYE June 30, 2023**

<b>CL</b>	<b>240 Days</b>	<b>261 Days</b>
0	53,286.09	57,948.62
1	53,286.09	57,948.62
2	53,286.09	57,948.62
3	53,286.09	57,948.62
4	53,286.09	57,948.62
5	53,286.09	57,948.62
6	53,286.09	57,948.62
7	53,286.09	57,948.62
8	53,286.09	57,948.62
9	53,286.09	57,948.62
10	53,915.94	58,633.58
11	54,914.92	59,719.98
12	55,950.46	60,846.12
13	57,229.64	62,237.24
14	58,508.83	63,628.36
15	59,703.96	64,928.06
16	60,983.15	66,319.17
17	62,262.34	67,710.29
18	63,541.52	69,101.41
19	64,820.71	70,492.52
20	66,099.90	71,883.64
21	67,379.09	73,274.76
22	68,658.27	74,665.87
23	69,937.46	76,056.99
24	71,429.85	77,679.96
25	72,587.21	78,938.59

***Advanced Degree Supplements***

<b>240 Day</b>	<b>261 Day</b>
Masters: \$ 3,411.17	Masters: \$ 3,709.64
Specialist: \$ 4,629.44	Specialist: \$ 5,034.52
Doctorate: \$ 6,091.37	Doctorate: \$ 6,624.37

*\*PER FLORIDA STATUTE  
F.S. 1012.34*

*Administrators and instructional personnel shall only be promoted to the next classification level and receive a pay increase if the evaluation instrument indicates they are:*

*Highly Effective  
Effective  
Needs Improvement*

**2022-2023 Baker County School Board  
EDUCATIONAL LEADERS' RESPONSIBILITY SCHEDULE**

**FYE June 30, 2023**

<b>Superintendent</b>	<b>2.00% through year 16</b>
<b>Associate Superintendent for Personnel Services</b>	<b>15,000.00</b>
<b>Executive Director for Support Services</b>	<b>15,000.00</b>
<b>Executive Director for Teaching and Learning</b>	<b>15,000.00</b>
<b>Director of Accountability and Special Programs</b>	<b>13,000.00</b>
<b>Director of Student Services &amp; ESE</b>	<b>13,000.00</b>
<b>Director of Vocational, Adult &amp; Community Education</b>	<b>13,000.00</b>
<b>Director of Facilities &amp; Maintenance</b>	<b>13,000.00</b>
<b>Director of Operations &amp; Auxiliary Services</b>	<b>13,000.00</b>
<b>Director of Transportation &amp; Property Control</b>	<b>13,000.00</b>
<b>Director of Nutrition Services, Purchasing &amp; Warehousing</b>	<b>13,000.00</b>
<b>High School Principal</b>	<b>13,000.00</b>
<b>Middle School Principal</b>	<b>13,000.00</b>
<b>Keller Intermediate School Principal</b>	<b>12,500.00</b>
<b>Macclenny Elementary School, Westside Elementary School, Pre-K Kindergarten Center and Alternative School Principals</b>	<b>12,000.00</b>
<b>Coordinator of Community Education</b>	<b>8,500.00</b>
<b>High School Vice Principal, Middle School Vice Principal</b>	<b>10,500.00</b>
<b>Keller Intermediate School Assistant Principal</b>	<b>8,500.00</b>
<b>Assistant Principals: High School (2), Middle School (2), Westside Elementary (1), Macclenny Elementary (1), and Pre-K Kindergarten Center (1)</b>	<b>8,000.00</b>
<b>Health Service Specialist</b>	<b>6,500.00</b>
<b>Retention Supplement for <u>240-Day</u> Administrators at Classification Level 25 with teaching/administrative service</b>	<b>7,675.00</b>
<b>Retention Supplement for <u>261-Day</u> Administrators at Classification Level 25 with teaching/administrative service</b>	<b>8,347.00</b>

**Baker County School Board  
Teacher Placement Schedule  
FYE June 30, 2023**

CL	197 Days	216 Days	240 Days	261 Days
0	43,739.00	47,957.48	53,286.09	57,948.62
1	43,739.00	47,957.48	53,286.09	57,948.62
2	43,739.00	47,957.48	53,286.09	57,948.62
3	43,739.00	47,957.48	53,286.09	57,948.62
4	43,739.00	47,957.48	53,286.09	57,948.62
5	43,739.00	47,957.48	53,286.09	57,948.62
6	43,739.00	47,957.48	53,286.09	57,948.62
7	43,739.00	47,957.48	53,286.09	57,948.62
8	43,739.00	47,957.48	53,286.09	57,948.62
9	43,739.00	47,957.48	53,286.09	57,948.62
10	44,256.00	48,524.35	53,915.94	58,633.58
11	45,076.00	49,423.43	54,914.92	59,719.98
12	45,926.00	50,355.41	55,950.46	60,846.12
13	46,976.00	51,506.68	57,229.64	62,237.24
14	48,026.00	52,657.95	58,508.83	63,628.36
15	49,007.00	53,733.56	59,703.96	64,928.06
16	50,057.00	54,884.83	60,983.15	66,319.17
17	51,107.00	56,036.10	62,262.34	67,710.29
18	52,157.00	57,187.37	63,541.52	69,101.41
19	53,207.00	58,338.64	64,820.71	70,492.52
20	54,257.00	59,489.91	66,099.90	71,883.64
21	55,307.00	60,641.18	67,379.09	73,274.76
22	56,357.00	61,792.45	68,658.27	74,665.87
23	57,407.00	62,943.72	69,937.46	76,056.99
24	58,632.00	64,286.86	71,429.85	77,679.96
25	59,582.00	65,328.49	72,587.21	78,938.59

**Advanced Degree Supplements**

	197 Day	216 Day	240 Day	261 Day
Masters:	\$ 2,800.00	\$ 3,070.05	\$ 3,411.17	\$ 3,709.64
Specialist:	\$ 3,800.00	\$ 4,166.50	\$ 4,629.44	\$ 5,034.52
Doctorate:	\$ 5,000.00	\$ 5,482.23	\$ 6,091.37	\$ 6,624.37

*\*PER FLORIDA STATUTE*

*F.S. 1012.34*

*Administrators and instructional personnel shall only be promoted to the next classification level and receive a pay increase if the evaluation instrument indicates they are:*

*Highly Effective*

*Effective*

*Needs Improvement*

**Baker County School Board**  
**Teacher Placement Schedule: Summer School (Hourly Rate)**  
**FYE June 30, 2023**

<b>Years</b>	<b>Bachelors</b>	<b>Masters</b>	<b>Specialist</b>	<b>Doctorate</b>
0	29.60	32.46	36.07	39.22
1	29.60	32.46	36.07	39.22
2	29.60	32.46	36.07	39.22
3	29.60	32.46	36.07	39.22
4	29.60	32.46	36.07	39.22
5	29.60	32.46	36.07	39.22
6	29.60	32.46	36.07	39.22
7	29.60	32.46	36.07	39.22
8	29.60	32.46	36.07	39.22
9	29.60	32.46	36.07	39.22
10	29.95	32.84	36.49	39.68
11	30.51	33.45	37.17	40.42
12	31.08	34.08	37.87	41.18
13	31.79	34.86	38.73	42.12
14	32.50	35.64	39.60	43.06
15	33.17	36.37	40.41	43.94
16	33.88	37.15	41.27	44.89
17	34.59	37.93	42.14	45.83
18	35.30	38.71	43.01	46.77
19	36.01	39.48	43.87	47.71
20	36.72	40.26	44.74	48.65
21	37.43	41.04	45.60	49.59
22	38.14	41.82	46.47	50.54
23	38.85	42.60	47.33	51.48
24	39.68	43.51	48.35	52.58
25	40.33	44.22	49.13	53.43

**2022-2023 PART-TIME TEACHING SALARY SCHEDULE**

<b>Years of Experience (In the area of current part-time teaching)</b>	<b>Bachelor's Degree (Hourly Rate)</b>	<b>Master's Degree (Hourly Rate)</b>	<b>Specialist Degree (Hourly Rate)</b>	<b>Doctorate Degree (Hourly Rate)</b>
<b>0 - 9</b>	<b>\$29.60</b>	<b>\$31.50</b>	<b>\$32.18</b>	<b>\$32.99</b>
<b>10 - 14</b>	<b>\$29.95</b>	<b>\$31.85</b>	<b>\$32.53</b>	<b>\$33.34</b>
<b>15 - up</b>	<b>\$33.17</b>	<b>\$35.06</b>	<b>\$35.74</b>	<b>\$36.55</b>

Board approved after school tutoring or direct instruction to students beyond the student day shall be paid at the teacher's hourly rate.

Instruction or presentation of an in-service workshop or the like shall be paid at the teacher's hourly rate when outside the normal contractual day.

Preparation for workshops, writing projects, curriculum development, preparation of materials for in-service and the like shall be paid at the step 0 hourly rate. The number of preparation hours will be predetermined, and board approved.

Teachers attending workshops shall be paid \$85.85 for ½ day (3.5 hrs.) and \$183.98 for a whole day (7.5 hrs. to include a 30 min lunch).

2022-2023 SUPPLEMENTAL SALARY SCHEDULE  
BAKER COUNTY SCHOOL BOARD

FYE June 30, 2023

Athletics, Cheerleaders, Dance Teams, and Music

Athletic Directors and Trainer

High School Athletic Director .....	\$4,865.00
Middle School Athletic Coordinator .....	2,500.00
Athletic Trainer.....	3,500.00

Football

<sup>4</sup> High School Varsity Head Coach .....	4,350.00
<sup>4</sup> High School Assistant Coach (7) .....	2,575.00
<sup>4</sup> Middle School Head Coach .....	2,000.00
<sup>4</sup> Middle School Assistant Coach (3) .....	1,500.00
<sup>5</sup> Girls' Flag Football Head Coach.....	1,390.00
<sup>5</sup> Girls' Flag Football Assistant Coach.....	890.00

Basketball

High School Boys' Varsity Head Coach.....	3,630.00
High School Boys' Head Assistant Coach.....	1,595.00
Boys' Assistant Coach .....	1,390.00
Girls' Varsity Coach .....	3,630.00
Girls' Assistant Coach (2) .....	1,390.00
Boys' Middle School Coach .....	2,000.00
Boys' Middle School Assistant Coach .....	1,000.00
Girls' Middle School Coach.....	2,000.00
Girls' Middle School Assistant Coach.....	1,000.00

Wrestling

Wrestling Coach.....	2,470.00
Assistant Wrestling Coach .....	1,390.00

Baseball

Baseball Coach .....	3,090.00
Assistant Baseball Coach (2).....	1,390.00
Middle School Baseball Coach.....	1,500.00
Assistant Middle School Baseball Coach .....	1,000.00

Weightlifting

Boys' Weightlifting Coach.....	2,060.00
Girls' Weightlifting Coach .....	2,060.00
Assistant Boys' Weightlifting Coach.....	1,030.00
Assistant Girls' Weightlifting Coach .....	1,030.00

Track

Boys' Track Coach.....	2,060.00
Girls' Track Coach .....	2,060.00
Boys' Assistant Track Coach.....	1,030.00
Girls' Assistant Track Coach .....	1,030.00

2022-2023 SUPPLEMENTAL SALARY SCHEDULE  
BAKER COUNTY SCHOOL BOARD

FYE June 30, 2023

Cross Country

Boys' Cross Country Coach .....	1,390.00
Girls' Cross Country Coach .....	1,390.00

Tennis

Boys' Tennis Coach .....	1,390.00
Girls' Tennis Coach .....	1,390.00

Volleyball

High School Girls' Volleyball Coach .....	2,470.00
High School Girls' Junior Varsity Volleyball Coach .....	1,390.00
Middle School Volleyball Coach .....	1,500.00
Middle School Assistant Volleyball Coach .....	1,000.00

Softball

Girls' Softball Coach (Fast Pitch) .....	3,090.00
Girls' Assistant Softball Coach (Fast Pitch) (2) .....	1,390.00
Middle School Girls' Softball Coach .....	1,500.00
Middle School Girls' Assistant Softball Coach .....	1,000.00

Bowling

Girls' Bowling Coach .....	1,545.00
Girls' Assistant Bowling Coach .....	1,030.00

Swimming

Boys' High School Swim Team Coach .....	1,390.00
Girls' High School Swim Team Coach .....	1,390.00

Soccer

Boys' High School Soccer Coach .....	1,390.00
Girls' High School Soccer Coach .....	1,390.00

Cheerleader Sponsors

High School Competitive .....	1,030.00
High School Varsity Football .....	1,030.00
High School Junior Varsity Football .....	750.00
High School Varsity Basketball .....	1,030.00
High School Junior Varsity Basketball .....	750.00
Middle School Football (1) .....	750.00
Middle School Basketball (1) .....	750.00

High School Dance Drill Team

Football Season (1) .....	525.00
Basketball Season (1) .....	525.00
Choreographer (1) .....	275.00

2022-2023 SUPPLEMENTAL SALARY SCHEDULE  
BAKER COUNTY SCHOOL BOARD

FYE June 30, 2023

Middle School Dancin' Paws

Football Season (1) .....	300.00
Basketball Season (1) .....	300.00

Band

High School Band Director .....	4,120.00
High School Assistant Band Director .....	1,030.00
Middle School Band Director .....	1,750.00
Middle School Assistant Band Director .....	775.00
Flag Corp .....	750.00
High School Majorettes .....	750.00
Middle School Majorettes .....	750.00

Chorus

High School .....	980.00
Middle School .....	775.00
Westside Elementary School .....	425.00
Macclenny Elementary School .....	425.00

Career and Technical Education Organizations

Agriculture

Agriculture High School (2) .....	3,090.00
Agriculture Middle School .....	1,545.00

Future Homemakers of America (FHA)

High School .....	475.00
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Future Business Leaders of America (FBLA)

High School .....	450.00
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Additional CTE Organizations

Cooperative Education Club of Florida (CECF) .....	450.00
HOSA .....	450.00
Vocational Industrial Clubs of America (VICA) .....	450.00

Academic Clubs and Student Organizations

Beta Club

High School .....	525.00
Middle School .....	525.00

Technology Student Association

High School .....	450.00
Middle School .....	450.00



2022-2023 SUPPLEMENTAL SALARY SCHEDULE  
BAKER COUNTY SCHOOL BOARD

FYE June 30, 2023

Student Council

High School .....450.00  
Middle School.....450.00

Future Educators Club Sponsor

High School (1).....1,545.00  
Middle School (1) .....450.00

"Just Say No" Club Sponsor

Intermediate School (1) .....400.00  
Macclenny Elementary School (1) .....400.00  
Westside Elementary School (1).....400.00

Youth Power Club Sponsor

High School .....300.00  
Middle School.....300.00

High School Class Sponsor

Senior Class Sponsor .....625.00  
Junior Class Sponsor .....625.00  
Sophomore Class Sponsor .....325.00  
Freshman Class Sponsor.....325.00

Annual Yearbook

BCHS .....1,500.00  
BCMS .....1,000.00  
Intermediate School.....700.00  
Macclenny Elementary .....600.00  
Westside Elementary .....600.00  
Pre-K Kindergarten Center.....600.00

Enrichment

Macclenny Elementary (3) .....450.00  
Westside Elementary (3).....450.00  
Pre-K Kindergarten Center (2).....450.00  
Keller Intermediate School (3).....450.00

Miscellaneous Student Clubs and Organizations

Video Productions .....475.00  
Drama .....3,000.00  
High School High Q (2) .....650.00  
Foreign Language .....450.00  
Air Force ROTC (2).....2,060.00  
SWAT Coordinator .....500.00  
Bullying Prevention Club Sponsor – BCMS & BCHS.....450.00  
Robotics (4) .....525.00

2022-2023 SUPPLEMENTAL SALARY SCHEDULE  
BAKER COUNTY SCHOOL BOARD

FYE June 30, 2023

Instructional Special Certifications, Specialists, and Instructional Leadership

Director of Guidance

High School (4).....	1,235.00
Middle School (3) .....	1,235.00
Intermediate School (1) .....	1,235.00
Macclenny Elementary (1).....	1,235.00
Westside Elementary (1).....	1,235.00
Pre-K Kindergarten Center (1).....	1,235.00
Occupational Specialist.....	1,235.00

Special Programs

Alternative Ed Supplement .....	1,545.00
Mental Health Counselor .....	3,000.00
Case Manager.....	3,000.00
ESE Staffing Specialist.....	2,060.00
ESE Teacher (Paid from IDEA).....	1,200.00
Behavioral Analyst (2) .....	2,000.00
School Psychologist (2) .....	6,000.00
Teachers Assigned to the Alternative School Full Time .....	1,500.00
Program Specialist (Title I) .....	1,030.00
National Board-Certified Teachers .....	425.00
Special Olympics Coordinator.....	1,415.00
School Wellness Coordinators .....	500.00
Occupational Therapist (1).....	1,545.00
Health Services Specialist.....	1,545.00

Speech

Speech and Hearing Therapist (4) .....	3,000.00
National Board Certification for Speech .....	425.00

Chairpersons

<sup>2</sup> High School.....	7,000.00
<sup>2</sup> Middle School .....	5,000.00
<sup>6</sup> Intermediate School .....	3,400.00
<sup>6</sup> Macclenny Elementary .....	3,400.00
<sup>6</sup> Westside Elementary.....	3,400.00
<sup>6</sup> Pre-K Kindergarten Center.....	3,400.00

Miscellaneous Instructional Leadership

Team Leaders - Middle School (4 or more).....	350.00
Program Specialist (Title 1).....	1,030.00
Peer Teacher.....	625.00
School Activities Coordinator - High School.....	750.00
School Activities Coordinator - Middle School .....	250.00
<sup>3</sup> Computer Network Manager .....	1,030.00
Teacher on Special Assignment (4).....	2,575.00

**2022-2023 SUPPLEMENTAL SALARY SCHEDULE  
BAKER COUNTY SCHOOL BOARD**

**FYE June 30, 2023**

**Bus Duty Supplement (beyond contractual day)**

High School (1) .....	1,200.00
Middle School (1) .....	1,200.00
Intermediate School (5) .....	1,200.00
<sup>1</sup> Macclenny Elementary .....	1,200.00
<sup>1</sup> Westside Elementary .....	1,200.00
<sup>1</sup> Pre-K Kindergarten Center .....	1,200.00
Elem (20 Min. or more Beyond the Contractual Day) (Max 4).....	1,600.00

**Gate Duty - Student Drop-Off/Pick Up**

<sup>1</sup> Baker County Middle School .....	1,200.00
Baker County High School (5).....	1,200.00

**Duty Supplement**

Instructional unit employees.....	300.00
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**<sup>7</sup> Retention Supplement**

Retention for 197-Day Teachers.....	6,300.00
Retention for 216-Day Teachers.....	6,908.00
Retention for 240-Day Teachers.....	7,675.00
Retention for 261-Day Teachers.....	8,347.00

**Performance Pay**

Highly Effective.....	250.00
Effective.....	125.00

***\*PER FLORIDA STATUTE 1012.34***

*Administrators and instructional personnel shall only be promoted to the next classification level and receive a pay increase if the evaluation instrument indicates they are:*

*Highly Effective*

*Effective*

*Needs Improvement*

- 1 Number of positions subject to periodic adjustments as mutually agreed upon.
- 2 For BCHS and BCMS divide existing dollars pro rata based upon number of persons in department compared to number of persons in all departments.
- 3 Limit to maximum of \$1,030 for each school that is networked (High School, Middle School, Westside Elementary, Macclenny Elementary, Intermediate School, Pre-K Kindergarten Center)
- 4 Football Coaches will be paid their supplement in two separate payments (30% Spring Football / 70% Fall Football)
- 5 These supplements will be paid entirely from sponsor/booster funds. No funds will be used from the school district to pay these supplements or to run these programs.
- 6 Amount is to be divided by the total number of chairpersons at school.
- 7 Retention supplement at Classification level 25 or higher.

MISCELLANEOUS INSTRUCTIONAL DIFFERENTIATED PAY POSITIONS

Other Miscellaneous

Teachers at Title I Schools (FY 2022-2023 only) .....	50.00
Move from a Non-Low Perf Sch to a Low Perf Sch (One Time Pay) .....	300.00

On an annual basis administration will review all instructional positions to determine if differentiated pay is necessary based on Section 1012.22(1)(c)4.b., Florida Statutes.

**SALARY SCHEDULE GUIDELINES  
2022-2023**

**INSTRUCTIONAL PERSONNEL**

For the term of this contract, a classification level represents one (1) year of recognized teaching experience. Teachers who have worked ninety-nine (99) or more days in Baker County during the preceding school year will be advanced one classification level in the appropriate column.

Upon notification, in writing, to the Finance Department by August 1, newly earned advanced degrees will be pro-rated from January 1, if verified by the Certification Administrator at the District Office.

Any employee having an advanced degree, in field, and working the majority of their day in that field, will be eligible for an additional \$300.00 as part of their salary as verified and approved by the Associate Superintendent for Personnel Services. Those holding advanced degrees as of September 1, 1987 will be grandfathered in and will be entitled to this additional compensation.

BCHS and BCMS Athletic Event Gatekeepers will be paid \$15 per hour effective October 1, 2022, as mandated by the 2022 General Appropriations Act and signed into law as Chapter 2022-156, Laws of Florida, by Governor DeSantis.

**INSTRUCTIONAL SUPPORT PERSONNEL**

Media Specialists, Guidance Counselors and other instructional support personnel may work additional days if extra days are approved by the Principal, Superintendent, and the School Board.

BCHS and BCMS Athletic Event Gatekeepers will be paid \$15 per hour effective October 1, 2022, as mandated by the 2022 General Appropriations Act and signed into law as Chapter 2022-156, Laws of Florida, by Governor DeSantis.

**SUBSTITUTE TEACHER AND SUBSTITUTE NURSE PAY –**

All substitutes, as verified by the Associate Superintendent in charge of certification, will be paid as follows:

Non-Degreed (High School Diploma)	\$ 11.25 per hour
LPN Subbing for a Nurse	\$ 12.00 per hour
Associate of Arts or Science	\$ 12.60 per hour
Bachelor's Degree	\$ 14.60 per hour
Master's Degree or Higher	\$ 18.00 per hour

**SUBSTITUTE TEACHER AND SUBSTITUTE NURSE PAY –**

**EFFECTIVE OCTOBER 1, 2022:**

ALL SUBSTITUTE TEACHERS AND SUBSTITUTE NURSES WILL BE PAID A  
MINIMUM OF \$15.00 PER HOUR AS MANDATED BY THE 2022 GENERAL  
APPROPRIATIONS ACT AND SIGNED INTO LAW AS CHAPTER 2022-156,  
LAWS OF FLORIDA, BY GOVERNOR DESANTIS.

All substitutes, as verified by the Associate Superintendent in charge of certification, will be paid as follows:

Non-Degreed (High School Diploma)	\$ 15.00 per hour
LPN Subbing for a Nurse	\$ 15.25 per hour
Associate of Arts or Science	\$ 15.25 per hour
Bachelor's Degree	\$ 15.75 per hour
Master's Degree or Higher	\$ 18.00 per hour

**2022-2023 Baker County School Board  
SUPPORT STAFF SALARY SCHEDULE**

**FYE June 30, 2023**

**Data Processing Manager for  
Student/Staff & Finance**

**Annualized/261-Day  
Teacher Salary Schedule**

**Social Worker/Attendance Office**

**240-Day  
Teacher Salary Schedule**

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER**

Upon official transcript notification, in writing, to the Finance Office and verification by the Associate Superintendent in charge of District Certification, newly earned advanced degrees will be pro-rated.

Any employee having an advanced degree, in field, and working the majority of their day in that field, will be eligible for an additional \$300.00 as part of their salary as verified and approved by the Director of Certification. Those holding advanced degrees as of September 1st, 1987 will be grandfathered in and will be entitled to this additional compensation.

**Baker County School Board****Health Services Specialist Salary Schedule - 197 Days & 186 Days****School Health Nurse/RN/Case Manager Salary Schedule - 197 Days & 186 Days  
FYE June 30, 2023**

Years Experience	197 days Annual Contract Salary	197 days Masters Contract Salary	186 days Annual Contract Salary	186 days Masters Contract Salary
0	43,739.00	47,957.48	41,296.72	45,279.65
1	43,739.00	47,957.48	41,296.72	45,279.65
2	43,739.00	47,957.48	41,296.72	45,279.65
3	43,739.00	47,957.48	41,296.72	45,279.65
4	43,739.00	47,957.48	41,296.72	45,279.65
5	43,739.00	47,957.48	41,296.72	45,279.65
6	43,739.00	47,957.48	41,296.72	45,279.65
7	43,739.00	47,957.48	41,296.72	45,279.65
8	43,739.00	47,957.48	41,296.72	45,279.65
9	43,739.00	47,957.48	41,296.72	45,279.65
10	44,256.00	48,524.35	41,784.85	45,814.86
11	45,076.00	49,423.43	42,559.07	46,663.75
12	45,926.00	50,355.41	43,361.60	47,543.69
13	46,976.00	51,506.68	44,352.97	48,630.67
14	48,026.00	52,657.95	45,344.35	49,717.66
15	49,007.00	53,733.56	46,270.57	50,733.21
16	50,057.00	54,884.83	47,261.94	51,820.20
17	51,107.00	56,036.10	48,253.31	52,907.18
18	52,157.00	57,187.37	49,244.68	53,994.17
19	53,207.00	58,338.64	50,236.05	55,081.15
20	54,257.00	59,489.91	51,227.42	56,168.14
21	55,307.00	60,641.18	52,218.79	57,255.12
22	56,357.00	61,792.45	53,210.16	58,342.11
23	57,407.00	62,943.72	54,201.53	59,429.09
24	58,632.00	64,286.86	55,358.13	60,697.24
25	59,582.00	65,328.49	56,255.09	61,680.70

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

Upon notification, in writing to the Finance Office by August 1, newly earned advanced degrees will be pro-rated from January 1, if verified by the Certification Administrator at the County Office.

Any employee having an advanced degree, in field, and working the majority of their day in that field, will be eligible for an additional \$300.00 as part of their salary as verified and approved by the Director of Certification. Those holding advanced degrees as of September 1, 1987, will be grandfathered in and will be entitled to this additional compensation.



**CLASSIFIED/CONFIDENTIAL EMPLOYEES**

An employee must work for three (3) years as a classified/confidential employee under the supervision of a district office administrator to start receiving the additional longevity salary on a cumulative basis as follows, effective July 1, 1984:

3 years.....	\$ 410.00
6 years.....	\$ 420.00
9 years.....	\$ 430.00
12 years.....	\$ 440.00
15 years.....	\$ 450.00
18 years.....	\$ 500.00

The following classified/confidential employees are eligible for the additional longevity salary:

Executive Secretary	Finance Aide I
Bus Garage Shop Manager	Finance Aide II
Auxiliary Services Supervisor	Secretary I
Nutrition Services Area Coordinator	Secretary II
Secretary/School Food Service Finance Aide	Secretary III
Maintenance Foreman/Inventory Manager	
High School/Middle School Secretary/Bookkeeper - 12 month	

An employee who is a classified/confidential employee will be awarded for their college (semester) hours as follows: The rates will not apply when the credit hours are required for employment. Anyone currently employed as of November 20, 2012, may continue on their current track and schedule of earnings according to this scale. For new hires after November 20, 2012, these rates will not be compounded. (Must be from an accredited awarded college with official transcript on file in the Personnel Department)

The existing employees who qualified for these credit awards are grandfathered in at their current rate and schedule.

30-59 Semester Hours -	\$.40 per hr. x total contractual hours
60-89 Semester Hours -	\$.70 per hr. x total contractual hours
90+ Semester Hours -	\$.75 per hr. x total contractual hours

Upon receipt in the Finance Department of official transcript from an accredited college or university, and upon verification by the Associated Superintendent of Human Resources, eligible classified/confidential employees attaining a confirmed degree will receive additional compensation as follows:

Associate of Arts or Associate of Science	\$100
Bachelor of Arts or Bachelor of Science	\$200

**Baker County School Board**  
**Executive Secretary - Salary Schedule** **CONFIDENTIAL**  
**FYE June 30, 2023**

Years Experience	1957.5 hours (Exec. Sec.)
	Annual Salary
0	45,168.31
1	45,461.82
2	45,755.36
3	46,404.66
4	46,698.20
5	47,169.61
6	47,641.03
7	47,934.55
8	48,228.09
9	48,521.60
10	49,081.98
11	50,555.60
12	50,849.14
13	51,142.65
14	51,436.19
15	51,729.70
16	52,023.24
17	52,316.75
18	53,480.15

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

**Baker County School Board****Finance Aide - 12 Month Employee (261 Days) CONFIDENTIAL****Secretary/Nutrition Services Finance Aide - 11 Month Employee (240 Days) CONFIDENTIAL****Nutrition Services Area Coordinator - 10 Month Employee (206 Days) CONFIDENTIAL****Salary Schedule****FYE June 30, 2023**

Years Experience	1957.5 hours ( Fin I) 261 Days Annual Salary	1957.5 hours ( Fin II) 261 Days Annual Salary	1800 hours ( Fin I) 240 Days Annual Salary	1800 hours ( Fin II) 240 Days Annual Salary	1545 hours ( Fin I) 206 Days Annual Salary	1545 hours ( Fin II) 206 Days Annual Salary
0	45,168.31	42,446.53	41,534.08	39,031.29	35,650.08	33,501.86
1	45,461.82	42,740.04	41,803.98	39,301.19	35,881.75	33,733.52
2	45,755.36	43,033.58	42,073.89	39,571.11	36,113.42	33,965.20
3	46,404.66	43,682.88	42,670.95	40,168.17	36,625.90	34,477.68
4	46,698.20	43,976.42	42,940.87	40,438.08	36,857.58	34,709.36
5	47,169.61	44,447.83	43,374.35	40,871.57	37,229.65	35,081.43
6	47,641.03	44,919.26	43,807.85	41,305.06	37,601.74	35,453.51
7	47,934.55	45,212.77	44,077.75	41,574.96	37,833.40	35,685.18
8	48,228.09	45,506.31	44,347.66	41,844.88	38,065.08	35,916.85
9	48,521.60	45,799.82	44,617.56	42,114.78	38,296.74	36,148.52
10	49,081.98	46,360.20	45,132.85	42,630.07	38,739.03	36,590.81
11	50,555.60	47,833.82	46,487.91	43,985.13	39,902.12	37,753.90
12	50,849.14	48,127.36	46,757.83	44,255.04	40,133.80	37,985.58
13	51,142.65	48,420.87	47,027.73	44,524.94	40,365.47	38,217.24
14	51,436.19	48,714.41	47,297.64	44,794.86	40,597.14	38,448.92
15	51,729.70	50,786.87	47,567.54	46,700.57	40,828.81	40,084.65
16	52,023.24	51,080.40	47,837.46	46,970.48	41,060.49	40,316.33
17	52,316.75	51,373.92	48,107.36	47,240.38	41,292.15	40,547.99
18	53,480.15	52,528.22	49,177.15	48,301.81	42,210.39	41,459.06

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

After two (2) years on the Finance Aide II scale, a person may be promoted to the Finance Aide I scale with the approval of the immediate supervisor.

**Baker County School Board****Part-Time Finance Aide - 11 Month Employee (240 Days at 3.5 Hours per Day)****Salary Schedule****FYE June 30, 2023**

Years Experience	( Fin I) 240 Days 3.5 Hours per Day Annual Salary	(Fin II) 240 Days 3.5 Hours per Day Annual Salary
0	19,382.57	18,214.60
1	19,382.57	18,214.60
2	19,508.52	18,340.56
3	19,508.52	18,340.56
4	19,634.48	18,466.52
5	19,634.48	18,466.52
6	19,913.11	18,745.15
7	19,913.11	18,745.15
8	20,039.07	18,871.11
9	20,039.07	18,871.11
10	20,241.36	19,073.40
11	20,241.36	19,073.40
12	20,443.66	19,275.70
13	20,443.66	19,275.70
14	20,569.62	19,401.65
15	20,569.62	19,401.65
16	20,695.58	19,527.61
17	20,695.58	19,527.61
18	20,821.53	19,653.56
19	20,821.53	19,653.56
20	21,062.00	19,894.03
21	21,062.00	19,894.03
22	21,694.36	20,526.39
23	21,694.36	20,526.39
24	21,820.32	20,652.35
25	21,820.32	20,652.35
26	21,946.27	20,778.31
27	21,946.27	20,778.31
28	22,072.23	20,904.27
29	22,072.23	20,904.27
30	22,198.19	21,793.60
31	22,198.19	21,793.60
32	22,324.15	21,919.56
33	22,324.15	21,919.56
34	22,450.10	22,045.51
35	22,450.10	22,045.51
36	22,949.34	22,540.85

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

After Four (4) years on the part-time Finance Aide II scale, a person may be promoted to the Finance Aide I scale with the approval of the immediate supervisor.

**Baker County School Board****Secretary I, II, III Salary Schedule - 261 Days and 240** **CONFIDENTIAL****FYE June 30, 2023**

Years Experience	1957.5 hours	1957.5 hours	1957.5 hours	1800 hours	1800 hours	1800 hours
	(Sec. I)	(Sec. II)	(Sec. III)	(Sec. I)	(Sec. II)	(Sec. III)
	Annual Salary 261	Annual Salary 261	Annual Salary 261	Annual Salary 240	Annual Salary 240	Annual Salary 240
0	42,446.53	41,503.69	40,039.61	39,031.29	38,164.31	36,818.03
1	42,740.04	41,797.21	40,333.15	39,301.19	38,434.21	37,087.95
2	43,033.58	42,090.74	40,626.66	39,571.11	38,704.13	37,357.85
3	43,682.88	42,740.04	41,275.99	40,168.17	39,301.19	37,954.93
4	43,976.42	43,033.58	41,569.50	40,438.08	39,571.11	38,224.83
5	44,447.83	43,504.99	42,040.93	40,871.57	40,004.59	38,658.33
6	44,919.26	43,976.42	42,512.34	41,305.06	40,438.08	39,091.81
7	45,212.77	44,269.93	42,805.87	41,574.96	40,707.99	39,361.72
8	45,506.31	44,563.47	43,099.39	41,844.88	40,977.90	39,631.62
9	45,799.82	44,856.98	43,392.92	42,114.78	41,247.80	39,901.54
10	46,360.20	45,417.36	43,953.28	42,630.07	41,763.09	40,416.81
11	47,833.82	46,890.99	45,426.93	43,985.13	43,118.15	41,771.89
12	48,127.36	47,184.52	45,720.44	44,255.04	43,388.06	42,041.79
13	48,420.87	47,478.04	46,013.98	44,524.94	43,657.96	42,311.70
14	48,714.41	47,771.57	46,307.49	44,794.86	43,927.88	42,581.60
15	49,007.92	48,065.09	46,601.03	45,064.76	44,197.78	42,851.52
16	49,301.46	48,358.62	46,894.54	45,334.67	44,467.70	43,121.42
17	49,594.97	48,652.14	47,188.08	45,604.57	44,737.60	43,391.34
18	50,732.14	49,780.21	48,302.02	46,650.24	45,774.91	44,415.65

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

After two (2) years on the Secretary III Scale, an employee may be promoted to Secretary II if the immediate supervisor feels that the employee has progressed well enough to assume the responsibilities of a Secretary II.

After two (2) years on the Secretary II Scale, an employee may be promoted to Secretary I if the immediate supervisor feels that the employee has progressed well enough to assume the responsibilities of a Secretary I.

**Baker County School Board  
High School & Middle School Secretary/Bookkeeper - 261 days   CONFIDENTIAL  
Salary Schedule  
FYE June 30, 2023**

<b>Years Experience</b>	<b>Salary 261 - Days</b>
0	40,491.04
1	40,788.19
2	41,122.49
3	41,753.95
4	42,088.25
5	42,571.12
6	43,083.32
7	43,380.46
8	43,640.47
9	43,974.77
10	44,531.94
11	46,046.35
12	46,343.51
13	46,640.65
14	46,974.95
15	47,272.12
16	47,606.40
17	47,903.56
18	49,028.08

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

**Baker County School Board**

**Bus Garage Shop Manager - CONFIDENTIAL**

**Auxiliary Services Supervisor - CONFIDENTIAL**

**Salary Schedule**

**12 Month Employee - 8 hours, 261 Days = 2088 hours**

**FYE June 30, 2023**

Years Experience	Per Year Salary
0	58,376.00
1	58,747.44
2	59,081.74
3	59,824.62
4	60,196.08
5	60,716.09
6	61,265.42
7	61,599.72
8	61,971.16
9	62,342.60
10	62,974.06
11	65,995.52

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

## **NON-INSTRUCTIONAL LONGEVITY**

**All non-instructional personnel who have completed 15-19 years non-instructional service in the Baker County School District, shall receive an additional \$1,100.00 as part of their base salary. Eligibility for this \$1,100.00 addition to the base salary ends at the end of the 20<sup>th</sup> year of service.**

**All non-instructional personnel who have completed 20-24 years non-instructional service in the Baker County School District, shall receive \$1,700 as part of their base salary. Eligibility for this \$1,700.00 addition to the base salary ends at the end of the 25<sup>th</sup> year of service**

**All non-instructional personnel who have completed 25 or more years non-instructional service in the Baker County School District, shall receive an additional \$2,200.00 as part of their base salary.**



**NON-INSTRUCTIONAL PERSONNEL  
SALARY SCHEDULE GUIDELINES  
AWARD FOR COLLEGE SEMESTER HOURS  
2022-2023**

All non-instructional employees will be awarded for their college hours as follows: (Must be from an accredited awarded college with official transcript on file in the Personnel Department)

30 - 59 Semester Hours - \$.40 per hr. x total contractual hours  
60 - 89 Semester Hours - \$.70 per hr. x total contractual hours  
90+ Semester Hours - \$.75 per hr. x total contractual hours

These rates will not apply when the credit hours are required for employment. Anyone currently employed, as of ratification date November 20, 2012, may continue on their current track and schedule of earnings according to this scale. For new hires, after ratification date November 20, 2012, these rates will not be compounded.

The existing employees who qualified for these credit awards are grandfathered in at their current rate and schedule.

Upon receipt in the Finance Department of official transcript from an accredited college or university, and upon verification by the Associate Superintendent of Human Resources, eligible non-instructional employees attaining a confirmed degree will receive additional compensation as follows:

AA/AS Degrees	\$100/year
BA/BS Degrees	\$200/year

**Baker County School Board**  
**School Secretary-Bookkeeper Data Processors & VPK/Pre-K Coordinator**  
**School Secretary/Clerical Assistant to Teachers**  
**Salary Schedule**  
**FYE June 30, 2023**

7 1/2 Hours, 216 Days - 1620 Hours (including holidays)  
7 1/2 Hours, 240 Days - 1800 Hours (including holidays)  
7 1/2 Hours, 261 Days - 1957.5 Hours (including holidays)  
5 Hours, 261 Days - 1305 Hours (including holidays)

**School Secretary-Bookkeeper Data Processors & VPK/Pre-K Coordinator**

Years Experience	216 Days		240 Days		261 Days		5hr 261 Days	
	Per Hour	Per Year Salary	Per Hour	Per Year Salary	Per Hour	Per Year Salary	Per Hour	Per Year Salary
0	15.92	25,790.40	15.92	28,656.00	15.92	31,163.40	15.92	20,775.60
1	16.19	26,227.80	16.19	29,142.00	16.19	31,691.93	16.19	21,127.95
2	16.33	26,454.60	16.33	29,394.00	16.33	31,965.98	16.33	21,310.65
3	16.62	26,924.40	16.62	29,916.00	16.62	32,533.65	16.62	21,689.10
4	16.75	27,135.00	16.75	30,150.00	16.75	32,788.13	16.75	21,858.75
5	16.97	27,491.40	16.97	30,546.00	16.97	33,218.78	16.97	22,145.85
6	17.13	27,750.60	17.13	30,834.00	17.13	33,531.98	17.13	22,364.65
7	17.24	27,928.80	17.24	31,032.00	17.24	33,747.30	17.24	22,498.20
8	17.39	28,171.80	17.39	31,302.00	17.39	34,040.93	17.39	22,693.95
9	17.52	28,382.40	17.52	31,536.00	17.52	34,295.40	17.52	22,863.60
10	17.75	28,755.00	17.75	31,950.00	17.75	34,745.63	17.75	23,163.75
11	20.13	32,610.60	20.13	36,234.00	20.13	39,404.48	20.13	26,269.65

**School Secretary/Clerical Assistant to Teachers**

Years Experience	216 Days		216 Days	
	Per Hour	Per Year Salary	Per Hour	Per Year Salary
0	15.02	24,332.40		
1	15.28	24,753.60		
2	15.41	24,964.20		
3	15.71	25,450.20		
4	15.85	25,677.00		
5	16.05	26,001.00		
6	16.20	26,244.00		
7	16.31	26,422.20		
8	16.44	26,632.80		
9	16.60	26,892.00		
10	16.86	27,313.20		
11	19.19	31,087.80		

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

**Baker County School Board**  
**Instructional Assistants**  
**LPN**  
**Salary Schedule**  
**FYE June 30, 2023**

Aide 186 - 5 hours, 186 days, 930 hours  
Aide 187 - 7.5 hours, 187 days, 1402.5 hours; 4 hours, 187 days, 748 hours  
Aide 206 - 7.5 hours, 206 days, 1545 hours  
Aide 216 - 7.5 hours, 216 days, 1620 hours  
Aide 240 - 7.5 hours, 240 days, 1800 hours

Years Experience	Aide 187			Aide 197			Aide 206			Aide 216			Aide 240			Aide 186		
	Per Hour	Aide 187 Salary		Per Hour	Aide 197 Salary		Per Hour	Aide 206 Salary		Per Hour	Aide 216 Salary		Per Hour	Aide 240 Salary		Per Hour	Aide 186 Salary	
0	15.00	21,037.50		15.00	22,162.50		15.00	23,175.00		15.00	24,300.00		15.00	27,000.00		15.00	13,950.00	
1	15.25	21,388.13		15.25	22,531.88		15.25	23,561.25		15.25	24,705.00		15.25	27,450.00		15.25	14,182.50	
2	15.40	21,598.50		15.40	22,753.50		15.40	23,793.00		15.40	24,948.00		15.40	27,720.00		15.40	14,322.00	
3	15.70	22,019.25		15.70	23,196.75		15.70	24,256.50		15.70	25,434.00		15.70	28,260.00		15.70	14,601.00	
4	15.85	22,229.63		15.85	23,418.38		15.85	24,488.25		15.85	25,677.00		15.85	28,530.00		15.85	14,740.50	
5	16.06	22,524.15		16.06	23,728.65		16.06	24,812.70		16.06	26,017.20		16.06	28,908.00		16.06	14,935.80	
6	16.21	22,734.53		16.21	23,950.28		16.21	25,044.45		16.21	26,260.20		16.21	29,178.00		16.21	15,075.30	
7	16.34	22,916.85		16.34	24,142.35		16.34	25,245.30		16.34	26,470.80		16.34	29,412.00		16.34	15,196.20	
8	16.45	23,071.13		16.45	24,304.88		16.45	25,415.25		16.45	26,649.00		16.45	29,610.00		16.45	15,298.50	
9	16.63	23,323.58		16.63	24,570.83		16.63	25,693.35		16.63	26,940.60		16.63	29,934.00		16.63	15,465.90	
10	16.89	23,688.23		16.89	24,954.98		16.89	26,095.05		16.89	27,361.80		16.89	30,402.00		16.89	15,707.70	
11	19.34	27,124.35		19.34	28,574.85		19.34	29,880.30		19.34	31,330.80		19.34	34,812.00		19.34	17,986.20	

\*\*A \$250 EOY Matching Bonus will be paid to ESE Pre-K Classroom Paraprofessionals, pending grant award and availability of funding.  
\*\*A \$500 supplement will be paid to ESE K - 12 Classroom Paraprofessionals from the IDEA grant, pending grant award and availability of funding.  
A \$750 annual supplement will be paid to Full time Classroom Paraprofessionals assigned to an alternative school setting.

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

\*\* IDEA bonus/supplement amounts may vary in the future based upon the IDEA grant award amount and funding availability.

**Baker County School Board  
Instructional Assistants - Part-Time  
Salary Schedule  
FYE June 30, 2023**

Aide 187 - 4 hours, 748 hours

Full Time Years Experience	Part Time Years Experience	Per Hour	Aide 187 4 Hr/Day
0	0	15.00	11,220.00
0	1	15.00	11,220.00
1	2	15.25	11,407.00
1	3	15.25	11,407.00
2	4	15.40	11,519.20
2	5	15.40	11,519.20
3	6	15.70	11,743.60
3	7	15.70	11,743.60
4	8	15.85	11,855.80
4	9	15.85	11,855.80
5	10	16.06	12,012.88
5	11	16.06	12,012.88
6	12	16.21	12,125.08
6	13	16.21	12,125.08
7	14	16.34	12,222.32
7	15	16.34	12,222.32
8	16	16.45	12,304.60
8	17	16.45	12,304.60
9	18	16.63	12,439.24
9	19	16.60	12,416.80
10	20	16.89	12,633.72
10	21	16.89	12,633.72
11	22	19.34	14,466.32
11	23	19.34	14,466.32

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

**Baker County School Board  
Prekindergarten Child Development Associates  
Salary Schedule  
7.5 Hours - 197 days - 1477.5 hours  
7.5 Hours - 240 days - 1800 hours  
FYE June 30, 2023**

<b>Years Experience</b>	<b>Per Hour</b>	<b>CDA 197 Salary</b>	<b>Per Hour</b>	<b>CDA 240 Salary</b>
0	18.42	27,215.55	18.42	33,156.00
1	18.71	27,644.03	18.71	33,678.00
2	19.02	28,102.05	19.02	34,236.00
3	19.31	28,530.53	19.31	34,758.00
4	19.63	29,003.33	19.63	35,334.00
5	19.92	29,431.80	19.92	35,856.00
6	20.22	29,875.05	20.22	36,396.00
7	20.53	30,333.08	20.53	36,954.00
8	20.83	30,776.33	20.83	37,494.00
9	21.13	31,219.58	21.13	38,034.00
10	21.43	31,662.83	21.43	38,574.00
11	24.25	35,829.38	24.25	43,650.00

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

**\*\*A \$250 EOY Matching Bonus will be paid to ESE Pre-K Classroom Paraprofessionals, pending grant award and availability of funding.**

**\*\* IDEA bonus/supplement amounts may vary in the future based upon the IDEA grant award amount and funding availability.**

**Baker County School Board**

**Maintenance Foreman/Inventory Manager**

**Salary Schedule**

**12 Month Employee - 8 hours per day, 261 Days = 2088 hours**

**FYE June 30, 2023**

Years Experience	Per Year Salary
0	58,376.00
1	58,747.44
2	59,081.74
3	59,824.62
4	60,196.08
5	60,716.09
6	61,265.42
7	61,599.72
8	61,971.16
9	62,342.60
10	62,974.06
11	65,995.52

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

**Baker County School Board**  
**Heating Cooling, Electrical Maintenance**  
**Heating Cooling, Electrical (Journeyman)**  
**Safety Inspector**  
**Salary Schedule**  
**FYE June 30, 2023**  
**(12 Months, 8 hours, 261 days = 2088 hours)**

**Heating, Cooling, Electrical Maintenance**

Years Experience	Per Hour	Per Year Salary
0	18.31	38,231.28
1	18.65	38,941.20
2	18.79	39,233.52
3	19.09	39,859.92
4	19.21	40,110.48
5	19.45	40,611.60
6	19.58	40,883.04
7	19.73	41,196.24
8	19.87	41,488.56
9	19.99	41,739.12
10	20.26	42,302.88
11	22.83	47,669.04

After two (2) years on this scale a person employed by the Baker County School System may, with the approval of the immediate supervisor, move to the Journeyman salary schedule below.

**Heating, Cooling, Electrical (Journeyman)**  
**Safety Inspector**

Years Experience	Per Hour	Per Year Salary
0	20.56	42,929.28
1	20.88	43,597.44
2	21.00	43,848.00
3	21.34	44,557.92
4	21.48	44,850.24
5	21.69	45,288.72
6	21.85	45,622.80
7	21.96	45,852.48
8	22.12	46,186.56
9	22.25	46,458.00
10	22.53	47,042.64
11	25.27	52,763.76

Employee must have a Journeyman's License from a recognized labor union covering these fields or receive immediate supervisor's recommendation after two (2) years successful service within the Baker County School System.

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

**Baker County School Board**  
**Apprenticeship Salary Schedule**  
**FYE June 30, 2023**  
**(12 Months, 8 hours, 261 days = 2088 hours)**  
**(11 Months, 8 hours, 240 days = 1920)**

**Apprenticeship**

Years Experience	261 day Per Hour	261 day Per Year Salary	240 day Per Hour	240 day Per Year Salary
0	15.00	31,320.00	15.00	28,800.00
1	15.00	31,320.00	15.00	28,800.00
2	15.00	31,320.00	15.00	28,800.00
3	15.00	31,320.00	15.00	28,800.00
4	15.00	31,320.00	15.00	28,800.00
5	15.00	31,320.00	15.00	28,800.00
6	15.00	31,320.00	15.00	28,800.00
7	15.00	31,320.00	15.00	28,800.00
8	15.00	31,320.00	15.00	28,800.00
9	15.12	31,570.56	15.12	29,030.40
10	15.60	32,572.80	15.60	29,952.00
11	17.88	37,333.44	17.88	34,329.60

After two (2) years on the Apprenticeship Salary Schedule a person employed by the Baker County School System may, with the approval of the immediate supervisor, move to the Maintenance I salary schedule.

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**



**Baker County School Board****Maintenance Department (Journeyman), Transportation Mechanic (Journeyman)****Maintenance I, Mechanic II, Warehouse/Inventory Clerk****Salary Schedule****FYE June 30, 2023****(12 Months, 8 hours, 261 days = 2088 hours)****(11 Months, 7.5 Hours, 240 days = 1800 hours)****Maintenance Department (Journeyman), Transportation Mechanic (Journeyman)**

Years Experience	Per Hour	261 - Days Per Year Salary	240 - Days Per Year Salary
0	19.49	40,695.12	35,082.00
1	19.78	41,300.64	35,604.00
2	19.93	41,613.84	35,874.00
3	20.23	42,240.24	36,414.00
4	20.38	42,553.44	36,684.00
5	20.61	43,033.68	37,098.00
6	20.74	43,305.12	37,332.00
7	20.89	43,618.32	37,602.00
8	21.02	43,889.76	37,836.00
9	21.15	44,161.20	38,070.00
10	21.43	44,745.84	38,574.00
11	24.04	50,195.52	43,272.00

Employee must have a Journeyman's License from a recognized labor union covering these fields or receive immediate supervisor's recommendation after two (2) years successful service within the Baker County School System.

Bus Mechanic Journeyman -- Employee must have worked three (3) years prior with a reputable firm employing more than one (1) full-time mechanic. This must be verified by employer.

**A \$500 supplement will be paid to the Bus Mechanic Trainer.**

**A \$500 supplement will be paid to the Certified Bus Inspector.**

**Maintenance I, Mechanic II, Warehouse/Inventory Clerk**

Years Experience	Per Hour	261 - Days Per Year Salary	240 - Days Per Year Salary
0	15.77	32,927.76	28,386.00
1	16.06	33,533.28	28,908.00
2	16.20	33,825.60	29,160.00
3	16.52	34,493.76	29,736.00
4	16.65	34,765.20	29,970.00
5	16.87	35,224.56	30,366.00
6	17.00	35,496.00	30,600.00
7	17.14	35,788.32	30,852.00
8	17.27	36,059.76	31,086.00
9	17.42	36,372.96	31,356.00
10	17.68	36,915.84	31,824.00
11	19.99	41,739.12	35,982.00

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

**Baker County School Board  
Landscape Technician (261 Days)  
Custodian (261) & (197)  
Salary Schedule  
FYE June 30, 2023**

( 12 Months, 8 hours, 261 days = 2088 hours)  
( 11 Months, 8 hours, 240 days = 1920 hours)  
(10 Months, 8 hours, 197 days =1576 hours)  
(12 Months, 5.5 Hours, 261 days = 1435.5 hours)

Years Experience	Per Hour	261 - days Salary	Per Hour	240 - days Salary	Per Hour	197 - days Salary	5.5 Hrs/Day 261 - Days
							Salary
0	15.00	31,320.00	15.00	28,800.00	15.00	23,640.00	21,532.50
1	15.25	31,842.00	15.25	29,280.00	15.25	24,034.00	21,891.38
2	15.40	32,155.20	15.40	29,568.00	15.40	24,270.40	22,106.70
3	15.73	32,844.24	15.73	30,201.60	15.73	24,790.48	22,580.42
4	15.84	33,073.92	15.84	30,412.80	15.84	24,963.84	22,738.32
5	16.09	33,595.92	16.09	30,892.80	16.09	25,357.84	23,097.20
6	16.20	33,825.60	16.20	31,104.00	16.20	25,531.20	23,255.10
7	16.33	34,097.04	16.33	31,353.60	16.33	25,736.08	23,441.72
8	16.51	34,472.88	16.51	31,699.20	16.51	26,019.76	23,700.11
9	16.62	34,702.56	16.62	31,910.40	16.62	26,193.12	23,858.01
10	16.88	35,245.44	16.88	32,409.60	16.88	26,602.88	24,231.24
11	19.13	39,943.44	19.13	36,729.60	19.13	30,148.88	27,461.12

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

**Substitute Custodian - \$15.00 per hour - EFFECTIVE October 1, 2022**

**Custodian Coordinator (Elementary Schools) - \$600.00 supplement  
Custodian Coordinator (Middle School) - \$750.00 supplement  
Custodian Coordinator (High School) - \$1,000.00 supplement  
Floor Team Coordinator (All Schools) - \$1,000.00 supplement**

**Baker County School Board**  
**Part-time Custodian**  
**Salary Schedule**  
**FYE June 30, 2023**  
**(12 Months, 4 Hours, 261 days=1044 hours)**

Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	15.00	15,660.00
0	1	15.00	15,660.00
1	2	15.25	15,921.00
1	3	15.25	15,921.00
2	4	15.40	16,077.60
2	5	15.40	16,077.60
3	6	15.73	16,422.12
3	7	15.73	16,422.12
4	8	15.84	16,536.96
4	9	15.84	16,536.96
5	10	16.09	16,797.96
5	11	16.09	16,797.96
6	12	16.20	16,912.80
6	13	16.20	16,912.80
7	14	16.33	17,048.52
7	15	16.33	17,048.52
8	16	16.51	17,236.44
8	17	16.51	17,236.44
9	18	16.62	17,351.28
9	19	16.62	17,351.28
10	20	16.88	17,622.72
10	21	16.88	17,622.72
11	22	19.13	19,971.72
11	23	19.13	19,971.72

**Part-time earns 1/2 year experience for each year worked.**

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

**Baker County School Board****School Bus Driver****Salary Schedule****FYE June 30, 2023****(186 Days @ 5.5 hours = 1023 hours, 186 Days @ 8 hours = 1488 hours)****(Including 6 Holidays)**

<b>5.5 Hr Day</b>			<b>8 Hr Day</b>		
<b>Years Experience</b>	<b>Per Hour</b>	<b>Per Year Salary</b>	<b>Years Experience</b>	<b>Per Hour</b>	<b>Per Year Salary</b>
0	15.92	16,286.16	0	15.81	23,525.28
1	16.30	16,674.90	1	16.18	24,075.84
2	16.48	16,859.04	2	16.37	24,358.56
3	16.93	17,319.39	3	16.82	25,028.16
4	17.18	17,575.14	4	17.06	25,385.28
5	17.52	17,922.96	5	17.41	25,906.08
6	17.73	18,137.79	6	17.61	26,203.68
7	17.93	18,342.39	7	17.81	26,501.28
8	18.17	18,587.91	8	18.06	26,873.28
9	18.36	18,782.28	9	18.25	27,156.00
10	18.78	19,211.94	10	18.67	27,780.96
11	21.80	22,301.40	11	21.58	32,111.04

**SUBSTITUTE BUS DRIVERS:**

Daily Rate - A minimum salary on 0 years experience above.

Substitute Driver by a Bus Aide to Duval County paid on 1 years experience above.

**Trips: \$24.00 per trip or the hourly rate of 1 years experience or current step whichever is less.**

**Trainer of New Bus Drivers - employee's current hourly rate.**

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

**Baker County School Board****Bus Aide****Salary Schedule****(186 Days, 5.5 hours = 1023 hour)****(186 Days, 8 hours = 1488 hour)****(Including 6 Holidays)****FYE June 30, 2023**

Years Experience	Per Hour	8 Hr Day Per Year Salary	Per Hour	5.5 Hr Day Per Year Salary
0	15.00	22,320.00	15.00	15,345.00
1	15.00	22,320.00	15.00	15,345.00
2	15.00	22,320.00	15.00	15,345.00
3	15.00	22,320.00	15.00	15,345.00
4	15.00	22,320.00	15.00	15,345.00
5	15.00	22,320.00	15.00	15,345.00
6	15.00	22,320.00	15.00	15,345.00
7	15.00	22,320.00	15.00	15,345.00
8	15.00	22,320.00	15.00	15,345.00
9	15.00	22,320.00	15.00	15,345.00
10	15.00	22,320.00	15.00	15,345.00
11	15.72	23,391.36	15.72	16,081.56

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.****Substitute Aides:****Paid at Step 0 of the bus aides pay schedule.****Bus Drivers who substitute as aides will be paid at their hourly rate.**

**Baker County School Board  
Nutrition Services Manager  
Salary Schedule  
(7.5 Hours, 193 Days - 1447.5 Hours)  
FYE June 30, 2023**

Years Experience	Per Hour	<b>7.5 Hr Day</b> Per Year Salary
0	16.56	23,970.60
1	16.65	24,100.88
2	16.76	24,260.10
3	17.01	24,621.98
4	17.14	24,810.15
5	17.30	25,041.75
6	17.38	25,157.55
7	17.50	25,331.25
8	17.60	25,476.00
9	17.69	25,606.28
10	17.82	25,794.45
11	20.10	29,094.75

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

Nutrition Services Manager - Refer to Table 1 below.

**\*\*Nutrition Service Managers hired on or after July 1, 2010 will be placed on the 7.5 hour Salary Schedule.**

Nutrition Services Assistant Manager - \$500.00 Supplement

Nutrition Services Assistant Manager for Catered Site - \$2,000.00 Supplement

Nutrition Service Managers will be required to obtain and retain American School Food Service Association Professional Certification.

**TABLE 1**

**Nutrition Services Manager Supplements:**

**Manager IV - \$3,000.00**

**Manager III - \$3,500.00**

**Manager II - \$4,000.00**

**Manager I - \$4,500.00**

TABLE 1

<u>MANAGER LEVEL</u>	<u>POSITION DESCRIPTION</u>
Manager IV	Food Service Manager of school serving a projected average daily number of combined meal/meal equivalents below 500.
Manager III	Food Service Manager of school serving a projected average daily number of combined meal/meal equivalents between 500 and 599.
Manager II	Food Service Manager of school serving a projected average daily number of combined meal/meal equivalents between 600 and 699.
Manager I	Food Service Manager of school serving a projected average daily number of combined meal/meal equivalents of more than 700.

**Note:** Total meals and meals per labor hours are an annual average. Formula: total lunches plus total breakfast (divided by 3) plus EDEP snacks (as applicable) divided by 4 plus total ala carte dollars including adult meal charges (divided by regular adult meal cost) equals total meal equivalents.

**Baker County School Board**

**Nutrition Service Assistants - 7 hours per day - 191 days - 1337 hours**

**Salary Schedule**

**FYE June 30, 2023**

Years Experience	Per Hour	Per Year Salary
0	15.00	20,055.00
1	15.10	20,188.70
2	15.21	20,335.77
3	15.79	21,111.23
4	15.92	21,285.04
5	15.98	21,365.26
6	16.05	21,458.85
7	16.16	21,605.92
8	16.23	21,699.51
9	16.31	21,806.47
10	16.42	21,953.54
11	18.57	24,828.09

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**



**Baker County School Board  
Nutrition Service Assistants - 3HR and 4HR per day  
Salary Schedule  
FYE June 30, 2023  
(3 Hours, 186 Days - 558 Hours; 4 Hours, 186 Days, 744 hours)**

<b>3 Hour Nutrition Services Assistant</b>				<b>4 Hour Nutrition Services Assistant</b>			
Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary	Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	15.00	8,370.00	0	0	15.00	11,160.00
0	1	15.00	8,370.00	0	1	15.00	11,160.00
1	2	15.10	8,425.80	1	2	15.10	11,234.40
1	3	15.10	8,425.80	1	3	15.10	11,234.40
2	4	15.21	8,487.18	2	4	15.21	11,316.24
2	5	15.21	8,487.18	2	5	15.21	11,316.24
3	6	15.79	8,810.82	3	6	15.79	11,747.76
3	7	15.79	8,810.82	3	7	15.79	11,747.76
4	8	15.92	8,883.36	4	8	15.92	11,844.48
4	9	15.92	8,883.36	4	9	15.92	11,844.48
5	10	15.98	8,916.84	5	10	15.98	11,889.12
5	11	15.98	8,916.84	5	11	15.98	11,889.12
6	12	16.05	8,955.90	6	12	16.05	11,941.20
6	13	16.05	8,955.90	6	13	16.05	11,941.20
7	14	16.16	9,017.28	7	14	16.16	12,023.04
7	15	16.16	9,017.28	7	15	16.16	12,023.04
8	16	16.23	9,056.34	8	16	16.23	12,075.12
8	17	16.23	9,056.34	8	17	16.23	12,075.12
9	18	16.31	9,100.98	9	18	16.31	12,134.64
9	19	16.31	9,100.98	9	19	16.31	12,134.64
10	20	16.42	9,162.36	10	20	16.42	12,216.48
10	21	16.42	9,162.36	10	21	16.42	12,216.48
11	22	18.57	10,362.06	11	22	18.57	13,816.08
11	23	18.57	10,362.06	11	23	18.57	13,816.08

Part-time earns 1/2 year experience for each year worked.

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

## MISCELLANEOUS NON-INSTRUCTIONAL SALARY SCHEDULES

### 2022-2023

#### PART-TIME, TEMPORARY, EXTRA-DUTY

Skilled laborers working on a specific  
maintenance project for a limited time ..... \$13.75 per hour  
EFFECTIVE OCTOBER 1, 2022 .....\$15.00 per hour

Part-time clerical/typing ..... \$10.00 per hour  
EFFECTIVE OCTOBER 1, 2022 .....\$15.00 per hour

Adults working on school board projects  
for a limited time ..... \$ 10.00 per hour  
EFFECTIVE OCTOBER 1, 2022 .....\$15.00 per hour

Students working part-time summers or other  
temporary positions (high school or college) ..... Minimum Wage  
EFFECTIVE OCTOBER 1, 2022 .....\$15.00 per hour

For work performed beyond the normal ..... \$10.00 per hour  
contractual period in official non-instructional  
capacity. This would include writing projects,  
curriculum, attending or conducting workshops  
beyond the regular contractual period.  
EFFECTIVE OCTOBER 1, 2022 .....\$15.00 per hour

BCHS & BCMS Athletic Event Gatekeepers  
EFFECTIVE OCTOBER 1, 2022.....\$15.00 per hour

#### Extended Day Enrichment Program

Supervisor (182 days)..... \$15.90 per hour  
Assistant (181 days) .....\$11.90 per hour  
EFFECTIVE OCTOBER 1, 2022:

Supervisor (182 days)..... \$18.10 per hour  
Assistant (181 days) .....\$15.75 per hour