

BAKER COUNTY DISTRICT SCHOOL BOARD



SALARY SCHEDULES

2020-2021

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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
Grandfather Educational Leader Salary Schedule: 240 Day Contract
FYE June 30, 2021

Years	Bachelors	Masters	Specialist	Doctorate
0	51,021	54,310	55,529	56,991
1	51,143	54,432	55,651	57,113
2	51,204	54,493	55,712	57,174
3	51,265	54,554	55,773	57,235
4	51,326	54,615	55,834	57,296
5	51,387	54,676	55,895	57,357
6	51,448	54,737	55,956	57,418
7	51,509	54,798	56,017	57,479
8	51,570	54,859	56,078	57,540
9	51,630	54,919	56,138	57,600
10	52,294	55,583	56,802	58,264
11	53,269	56,558	57,777	59,239
12	54,244	57,533	58,752	60,214
13	55,462	58,751	59,970	61,432
14	56,680	59,969	61,188	62,650
15	57,898	61,187	62,406	63,868
16	59,117	62,406	63,625	65,087
17	60,335	63,624	64,843	66,305
18	61,553	64,842	66,061	67,523
19	62,772	66,061	67,280	68,742
20	63,990	67,279	68,498	69,960
21	65,208	68,497	69,716	71,178
22	66,457	69,746	70,965	72,427
23	67,706	70,995	72,214	73,676
24	69,076	72,365	73,584	75,046
25	70,660	73,949	75,168	76,630

***PER FLORIDA STATUTE**

F.S. 1012.22 (1) (c)

4. Grandfathered salary schedule.—

b. In determining the grandfathered salary schedule for instructional personnel, a district school board must base a portion of each employee's compensation upon performance demonstrated under s. 1012.34

Grandfathered teachers shall only be promoted to the next step and receive a pay increase if the evaluation instrument indicates they are:

Highly Effective
Effective
Needs Improvement

Baker County School Board
Performance Pay Ed Leader Salary Schedule: 240 Day Contract*
FYE June 30, 2021

Initial classification placement for instructional employees are based on years of experience in Florida or out of state experience. Salary adjustments are only made for employees rated as Highly Effective or Effective on the Instructional Evaluation Instrument.
*Performance Pay stands in lieu of a normal step increase.

Step	Placement I
0	\$ 51,021
H.E.	(+123.00)
EFF.	(+122.75)

Step	Placement II
1	\$ 51,143
2	\$ 51,204
3	\$ 51,265
4	\$ 51,326
5	\$ 51,387
6	\$ 51,448
7	\$ 51,509
8	\$ 51,570
H.E.	(+61.00)
EFF.	(+60.75)

Step	Placement III
9	\$ 51,630
H.E.	(+665.00)
EFF.	(+664.75)

Step	Placement IV
10	\$ 52,294
11	\$ 53,269
H.E.	(+976.00)
EFF.	(+975.75)

Step	Placement V
12	\$ 54,244
13	\$ 55,462
14	\$ 56,680
15	\$ 57,898
16	\$ 59,117
17	\$ 60,335
18	\$ 61,553
19	\$ 62,772
20	\$ 63,990
H.E.	(+1,219.00)
EFF.	(+1,218.75)

Step	Placement VI
21	\$ 65,208
22	\$ 66,457
H.E.	(+1,250.00)
EFF.	(+1,249.75)

Step	Placement VII
23	\$ 67,706
H.E.	(+1,371.00)
EFF.	(+1,370.75)

Step	Placement VIII
24	\$ 69,076
25	\$ 70,660
H.E.	(+1,585.00)
EFF.	(+1,584.75)

Advanced Degree Supplements

Masters: \$3,289
Specialist: \$4,508
Doctorate: \$5,970

Longevity Supplement at step 25 or above in the amount of \$7,431

*Movement or initial placement on this salary schedule is conditioned on performance that is based on Effective or Highly Effective Performance. This criteria includes the step increase.

Baker County School Board
Grandfather Educational Leader Salary Schedule: 261 Day Contract*
FYE June 30, 2021

Years	Bachelors	Masters	Specialist	Doctorate
0	55,486	59,063	60,388	61,978
1	55,618	59,195	60,520	62,110
2	55,684	59,262	60,586	62,176
3	55,751	59,328	60,653	62,243
4	55,817	59,394	60,719	62,309
5	55,883	59,460	60,785	62,375
6	55,949	59,527	60,851	62,441
7	56,016	59,593	60,918	62,508
8	56,082	59,659	60,984	62,574
9	56,148	59,725	61,050	62,640
10	56,870	60,447	61,772	63,362
11	57,930	61,507	62,832	64,422
12	58,990	62,567	63,892	65,482
13	60,315	63,892	65,217	66,807
14	61,640	65,217	66,542	68,132
15	62,965	66,542	67,867	69,456
16	64,289	67,867	69,191	70,781
17	65,614	69,191	70,516	72,106
18	66,939	70,516	71,841	73,431
19	68,264	71,841	73,166	74,756
20	69,589	73,166	74,491	76,081
21	70,914	74,491	75,816	77,406
22	72,272	75,849	77,174	78,764
23	73,630	77,207	78,532	80,122
24	75,120	78,697	80,022	81,612
25	76,843	80,420	81,745	83,335

**PER FLORIDA STATUTE*

F.S. 1012.22 (1) (c)

4. Grandfathered salary schedule.—

b. In determining the grandfathered salary schedule for instructional personnel, a district school board must base a portion of each employee's compensation upon performance demonstrated under s. 1012.34

Grandfathered teachers shall only be promoted to the next step and receive a pay increase if the evaluation instrument indicates they are:

Highly Effective
Effective
Needs Improvement

Baker County School Board
Performance Pay Ed Leader Salary Schedule: 261 Day Contract*
FYE June 30, 2021

Initial classification placement for instructional employees are based on years of experience in Florida or out of state experience. Salary adjustments are only made for employees rated as Highly Effective or Effective on the Instructional Evaluation Instrument.
*Performance Pay stands in lieu of a normal step increase.

Step	Placement I
0	\$ 55,486
H.E.	(+133.00)
EFF.	(+132.75)

Step	Placement II
1	\$ 55,618
2	\$ 55,684
3	\$ 55,751
4	\$ 55,817
5	\$ 55,883
6	\$ 55,949
7	\$ 56,016
8	\$ 56,082
H.E.	(+67.00)
EFF.	(+66.75)

Step	Placement III
9	\$ 56,148
H.E.	(+723.00)
EFF.	(+722.75)

Step	Placement IV
10	\$ 56,870
11	\$ 57,930
H.E.	(+1,061.00)
EFF.	(+1,060.75)

Step	Placement V
12	\$ 58,990
13	\$ 60,315
14	\$ 61,640
15	\$ 62,965
16	\$ 64,289
17	\$ 65,614
18	\$ 66,939
19	\$ 68,264
20	\$ 69,589
H.E.	(+1,326.00)
EFF.	(+1,325.75)

Step	Placement VI
21	\$ 70,914
22	\$ 72,272
H.E.	(+1,359.00)
EFF.	(+1,358.75)

Step	Placement VII
23	\$ 73,630
H.E.	(+1,491.00)
EFF.	(+1,490.75)

Step	Placement VIII
24	\$ 75,120
25	\$ 76,843
H.E.	(+1,724.00)
EFF.	(+1,723.75)

Advanced Degree Supplements
Masters: \$3,577
Specialist: \$4,902
Doctorate: \$6,492

Longevity Supplement at step 25 or above in the amount of \$8,082
*Movement or initial placement on this salary schedule is conditioned on performance that is based on Effective or Highly Effective Performance. This criteria includes the step increase.

**2020-2021 Baker County School Board
EDUCATIONAL LEADERS' RESPONSIBILITY SCHEDULE**

FYE June 30, 2021

Superintendent	2.00% through year 16
Associate Superintendent for Personnel Services	14,000.00
Executive Director for Support Services	14,000.00
Executive Director for Teaching and Learning	14,000.00
Director of Accountability and Special Programs	12,000.00
Director of Student Services & ESE	12,000.00
Director of Vocational, Adult & Community Education	12,000.00
Director of Facilities & Maintenance	12,000.00
Director of Operations & Auxiliary Services	12,000.00
Director of Transportation & Property Control	12,000.00
Director of Nutrition Services, Purchasing & Warehousing	12,000.00
High School Principal	12,000.00
Middle School Principal	12,000.00
Keller Intermediate School Principal	11,500.00
Macclenny Elementary School, Westside Elementary School, Pre-K Kindergarten Center and Alternative School Principals (6)	11,000.00
Coordinator of Community Education	8,500.00
High School Vice Principal, Middle School Vice Principal	9,500.00
Keller Intermediate School Assistant Principal	7,500.00
Assistant Principals: High School (2), Middle School (2), Westside Elementary (1), Macclenny Elementary (1), and Pre-K Kindergarten Center (1)	7,000.00
Health Service Specialist	5,500.00
Longevity for 240-Day Administrators who have 25 years or more of teaching/administrative service	7,431.00
Longevity for 261-Day Administrators who have 25 years or more of teaching/administrative service	8,082.00

Baker County School Board
Grandfather Teacher Salary Schedule: 197 Day Contract*
FYE June 30, 2021

Years	Bachelors	Masters	Specialist	Doctorate
0	41,880	44,580	45,580	46,780
1	41,980	44,680	45,680	46,880
2	42,030	44,730	45,730	46,930
3	42,080	44,780	45,780	46,980
4	42,130	44,830	45,830	47,030
5	42,180	44,880	45,880	47,080
6	42,230	44,930	45,930	47,130
7	42,280	44,980	45,980	47,180
8	42,330	45,030	46,030	47,230
9	42,380	45,080	46,080	47,280
10	42,925	45,625	46,625	47,825
11	43,725	46,425	47,425	48,625
12	44,525	47,225	48,225	49,425
13	45,525	48,225	49,225	50,425
14	46,525	49,225	50,225	51,425
15	47,525	50,225	51,225	52,425
16	48,525	51,225	52,225	53,425
17	49,525	52,225	53,225	54,425
18	50,525	53,225	54,225	55,425
19	51,525	54,225	55,225	56,425
20	52,525	55,225	56,225	57,425
21	53,525	56,225	57,225	58,425
22	54,550	57,250	58,250	59,450
23	55,575	58,275	59,275	60,475
24	56,700	59,400	60,400	61,600
25	58,000	60,700	61,700	62,900

***PER FLORIDA STATUTE**

F.S. 1012.22 (1) (c)

4. Grandfathered salary schedule.—

b. In determining the grandfathered salary schedule for instructional personnel, a district school board must base a portion of each employee's compensation upon performance demonstrated under s. 1012.34

Grandfathered teachers shall only be promoted to the next step and receive a pay increase if the evaluation instrument indicates they are:

Highly Effective
Effective
Needs Improvement

**Baker County School Board
Performance Pay Teacher Salary Schedule: 197 Day Contract*
FYE June 30, 2021**

Initial classification placement for instructional employees are based on years of experience in Florida or out of state experience.
Salary adjustments are only made for employees rated as Highly Effective or Effective on the Instructional Evaluation Instrument.
*Performance Pay stands in lieu of a normal step increase.

Step	Placement I
0	\$ 41,880
H.E.	(+101.00)
EFF.	(+100.75)

Step	Placement II
1	\$ 41,980
2	\$ 42,030
3	\$ 42,080
4	\$ 42,130
5	\$ 42,180
6	\$ 42,230
7	\$ 42,280
8	\$ 42,330
H.E.	(+51.00)
EFF.	(+50.75)

Step	Placement III
9	\$ 42,380
H.E.	(+546.00)
EFF.	(+545.75)

Step	Placement IV
10	\$ 42,925
11	\$ 43,725
H.E.	(+801.00)
EFF.	(+800.75)

Step	Placement V
12	\$ 44,525
13	\$ 45,525
14	\$ 46,525
15	\$ 47,525
16	\$ 48,525
17	\$ 49,525
18	\$ 50,525
19	\$ 51,525
20	\$ 52,525
H.E.	(+1,001.00)
EFF.	(+1,000.75)

Step	Placement VI
21	\$ 53,525
22	\$ 54,550
H.E.	(+1,026.00)
EFF.	(+1,025.75)

Step	Placement VII
23	\$ 55,575
H.E.	(+1,126.00)
EFF.	(+1,125.75)

Step	Placement VIII
24	\$ 56,700
25	\$ 58,000
H.E.	(+1,301.00)
EFF.	(+1,300.75)

Advanced Degree Supplements

Masters: \$2,700
Specialist: \$3,700
Doctorate: \$4,900

Longevity Supplement at step 25 or above in the amount of \$6,100

*Movement or initial placement on this salary schedule is conditioned on performance that is based on Effective or Highly Effective Performance.
This criteria includes the step increase.

Baker County School Board
Grandfather Teacher Salary Schedule: 216 Day Contract*
FYE June 30, 2021

Years	Bachelors	Masters	Specialist	Doctorate
0	45,919	48,880	49,976	51,292
1	46,029	48,989	50,086	51,401
2	46,084	49,044	50,141	51,456
3	46,138	49,099	50,195	51,511
4	46,193	49,154	50,250	51,566
5	46,248	49,209	50,305	51,621
6	46,303	49,263	50,360	51,676
7	46,358	49,318	50,415	51,730
8	46,413	49,373	50,469	51,785
9	46,467	49,428	50,524	51,840
10	47,065	50,025	51,122	52,438
11	47,942	50,903	51,999	53,315
12	48,819	51,780	52,876	54,192
13	49,916	52,876	53,973	55,288
14	51,012	53,973	55,069	56,385
15	52,109	55,069	56,165	57,481
16	53,205	56,165	57,262	58,578
17	54,302	57,262	58,358	59,674
18	55,398	58,358	59,455	60,771
19	56,494	59,455	60,551	61,867
20	57,591	60,551	61,648	62,963
21	58,687	61,648	62,744	64,060
22	59,811	62,772	63,868	65,184
23	60,935	63,895	64,992	66,308
24	62,169	65,129	66,225	67,541
25	63,594	66,554	67,651	68,966

***PER FLORIDA STATUTE**

F.S. 1012.22 (1) (c)

4. Grandfathered salary schedule.—

b. In determining the grandfathered salary schedule for instructional personnel, a district school board must base a portion of each employee's compensation upon performance demonstrated under s. 1012.34

Grandfathered teachers shall only be promoted to the next step and receive a pay increase if the evaluation instrument indicates they are:

Highly Effective
Effective
Needs Improvement

Baker County School Board
Performance Pay Teacher Salary Schedule: 216 Day Contract*
FYE June 30, 2021

Initial classification placement for instructional employees are based on years of experience in Florida or out of state experience.
Salary adjustments are only made for employees rated as Highly Effective or Effective on the Instructional Evaluation Instrument.
*Performance Pay stands in lieu of a normal step increase.

Step	Placement I
0	\$ 45,919
H.E.	(+111.00)
EFF.	(+111.75)

Step	Placement II
1	\$ 46,029
2	\$ 46,084
3	\$ 46,138
4	\$ 46,193
5	\$ 46,248
6	\$ 46,303
7	\$ 46,358
8	\$ 46,413
H.E.	(+56.00)
EFF.	(+55.75)

Step	Placement III
9	\$ 46,467
H.E.	(+599.00)
EFF.	(+598.75)

Step	Placement IV
10	\$ 47,065
11	\$ 47,942
H.E.	(+878.00)
EFF.	(+877.75)

Step	Placement V
12	\$ 48,819
13	\$ 49,916
14	\$ 51,012
15	\$ 52,109
16	\$ 53,205
17	\$ 54,302
18	\$ 55,398
19	\$ 56,494
20	\$ 57,591
H.E.	(+1,097.00)
EFF.	(+1,096.75)

Step	Placement VI
21	\$ 58,687
22	\$ 59,811
H.E.	(+1,125.00)
EFF.	(+1,124.75)

Step	Placement VII
23	\$ 60,935
H.E.	(+1,235.00)
EFF.	(+1,234.75)

Step	Placement VIII
24	\$ 62,169
25	\$ 63,594
H.E.	(+1,426.00)
EFF.	(+1,425.75)

Advanced Degree Supplements

Masters: \$2,960
Specialist: \$4,057
Doctorate: \$5,373

Longevity Supplement at step 25 or above in the amount of \$6,688
*Movement or initial placement on this salary schedule is conditioned on performance that is based on Effective or Highly Effective Performance.
This criteria includes the step increase.

Baker County School Board
Grandfather Teacher Salary Schedule: 240 Day Contract*
FYE June 30, 2021

Years	Bachelors	Masters	Specialist	Doctorate
0	51,021	54,310	55,529	56,991
1	51,143	54,432	55,651	57,113
2	51,204	54,493	55,712	57,174
3	51,265	54,554	55,773	57,235
4	51,326	54,615	55,834	57,296
5	51,387	54,676	55,895	57,357
6	51,448	54,737	55,956	57,418
7	51,509	54,798	56,017	57,479
8	51,570	54,859	56,078	57,540
9	51,630	54,919	56,138	57,600
10	52,294	55,583	56,802	58,264
11	53,269	56,558	57,777	59,239
12	54,244	57,533	58,752	60,214
13	55,462	58,751	59,970	61,432
14	56,680	59,969	61,188	62,650
15	57,898	61,187	62,406	63,868
16	59,117	62,406	63,625	65,087
17	60,335	63,624	64,843	66,305
18	61,553	64,842	66,061	67,523
19	62,772	66,061	67,280	68,742
20	63,990	67,279	68,498	69,960
21	65,208	68,497	69,716	71,178
22	66,457	69,746	70,965	72,427
23	67,706	70,995	72,214	73,676
24	69,076	72,365	73,584	75,046
25	70,660	73,949	75,168	76,630

**PER FLORIDA STATUTE*

F.S. 1012.22 (1) (c)

4. Grandfathered salary schedule.—

b. In determining the grandfathered salary schedule for instructional personnel, a district school board must base a portion of each employee's compensation upon performance demonstrated under s. 1012.34

Grandfathered teachers shall only be promoted to the next step and receive a pay increase if the evaluation instrument indicates they are:

Highly Effective
Effective
Needs Improvement

Baker County School Board
Performance Pay Teacher Salary Schedule: 240 Day Contract*
FYE June 30, 2021

Initial classification placement for instructional employees are based on years of experience in Florida or out of state experience. Salary adjustments are only made for employees rated as Highly Effective or Effective on the Instructional Evaluation Instrument.

*Performance Pay stands in lieu of a normal step increase.

Step	Placement I	Step	Placement II	Step	Placement III	Step	Placement IV	Step	Placement V	Step	Placement VI	Step	Placement VII
0	\$ 51,021	1	\$ 51,143	9	\$ 51,630	10	\$ 52,294	12	\$ 54,244	21	\$ 65,208	23	\$ 67,706
H.E.	(+123.00)	2	\$ 51,204	H.E.	(+665.00)	11	\$ 53,269	13	\$ 55,462	22	\$ 66,457	H.E.	(+1,372.00)
EFF.	(+122.75)	3	\$ 51,265	EFF.	(+664.75)	H.E.	(+976.00)	14	\$ 56,680	H.E.	(+1,250.00)	EFF.	(+1,371.75)
		4	\$ 51,326			EFF.	(+975.75)	15	\$ 57,898	EFF.	(+1,249.75)		
		5	\$ 51,387					16	\$ 59,117				
		6	\$ 51,448					17	\$ 60,335				
		7	\$ 51,509					18	\$ 61,553				
		8	\$ 51,570					19	\$ 62,772				
		H.E.	(+62.00)					20	\$ 63,990				
		EFF.	(+61.75)					H.E.	(+1,219.00)				
								EFF.	(+1,218.75)				

Step	Placement VIII
24	\$ 69,076
25	\$ 70,660
H.E.	(+1,585.00)
EFF.	(+1,584.75)

Advanced Degree Supplements	
Masters: \$3,289	
Specialist: \$4,508	
Doctorate: \$5,970	

Longevity Supplement at step 25 or above in the amount of \$7,431

*Movement or initial placement on this salary schedule is conditioned on performance that is based on Effective or Highly Effective Performance. This criteria includes the step increase.

Baker County School Board
Grandfather Teacher Salary Schedule - 261 Day Contract*
FYE June 30, 2021

Years	Bachelors	Masters	Specialist	Doctorate
0	55,486	59,063	60,388	61,978
1	55,618	59,195	60,520	62,110
2	55,684	59,262	60,586	62,176
3	55,751	59,328	60,653	62,243
4	55,817	59,394	60,719	62,309
5	55,883	59,460	60,785	62,375
6	55,949	59,527	60,851	62,441
7	56,016	59,593	60,918	62,508
8	56,082	59,659	60,984	62,574
9	56,148	59,725	61,050	62,640
10	56,870	60,447	61,772	63,362
11	57,930	61,507	62,832	64,422
12	58,990	62,567	63,892	65,482
13	60,315	63,892	65,217	66,807
14	61,640	65,217	66,542	68,132
15	62,965	66,542	67,867	69,456
16	64,289	67,867	69,191	70,781
17	65,614	69,191	70,516	72,106
18	66,939	70,516	71,841	73,431
19	68,264	71,841	73,166	74,756
20	69,589	73,166	74,491	76,081
21	70,914	74,491	75,816	77,406
22	72,272	75,849	77,174	78,764
23	73,630	77,207	78,532	80,122
24	75,120	78,697	80,022	81,612
25	76,843	80,420	81,745	83,335

***PER FLORIDA STATUTE**

F.S. 1012.22 (1) (c)

4. Grandfathered salary schedule.—

b. In determining the grandfathered salary schedule for instructional personnel, a district school board must base a portion of each employee's compensation upon performance demonstrated under s. 1012.34

Grandfathered teachers shall only be promoted to the next step and receive a pay increase if the evaluation instrument indicates they are:

Highly Effective
Effective
Needs Improvement

Baker County School Board
Performance Pay Teacher Salary Schedule: 261 Day Contract*
FYE June 30, 2021

Initial classification placement for instructional employees are based on years of experience in Florida or out of state experience. Salary adjustments are only made for employees rated as Highly Effective or Effective on the Instructional Evaluation Instrument.

*Performance Pay stands in lieu of a normal step increase.

Step	Placement I
0	\$ 55,486
H.E.	(+133.00)
EFF.	(+132.75)

Step	Placement II
1	\$ 55,618
2	\$ 55,684
3	\$ 55,751
4	\$ 55,817
5	\$ 55,883
6	\$ 55,949
7	\$ 56,016
8	\$ 56,082
H.E.	(+67.00)
EFF.	(+66.75)

Step	Placement III
9	\$ 56,148
H.E.	(+723.00)
EFF.	(+722.75)

Step	Placement IV
10	\$ 56,870
11	\$ 57,930
H.E.	(+1,061.00)
EFF.	(+1,060.75)

Step	Placement V
12	\$ 58,990
13	\$ 60,315
14	\$ 61,640
15	\$ 62,965
16	\$ 64,289
17	\$ 65,614
18	\$ 66,939
19	\$ 68,264
20	\$ 69,589
H.E.	(+1,326.00)
EFF.	(+1,325.75)

Step	Placement VI
21	\$ 70,914
22	\$ 72,272
H.E.	(+1,359.00)
EFF.	(+1,358.75)

Step	Placement VII
23	\$ 73,630
H.E.	(+1,491.00)
EFF.	(+1,490.75)

Step	Placement VIII
24	\$ 75,120
25	\$ 76,843
H.E.	(+1,724.00)
EFF.	(+1,723.75)

Advanced Degree Supplements
Masters: \$3,577
Specialist: \$4,902
Doctorate: \$6,492

Longevity Supplement at step 25 or above in the amount of \$8,082

*Movement or initial placement on this salary schedule is conditioned on performance that is based on Effective or Highly Effective Performance. This criteria includes the step increase.

Baker County School Board**Teacher Salary Schedule: Summer School (hourly rate)****FYE June 30, 2021**

Years	Bachelors	Masters	Specialist	Doctorate
0	28.35	30.17	30.85	31.66
1	28.41	30.24	30.92	31.73
2	28.45	30.27	30.95	31.76
3	28.48	30.31	30.98	31.80
4	28.51	30.34	31.02	31.83
5	28.55	30.38	31.05	31.86
6	28.58	30.41	31.09	31.90
7	28.62	30.44	31.12	31.93
8	28.65	30.48	31.15	31.97
9	28.68	30.51	31.19	32.00
10	29.05	30.88	31.56	32.37
11	29.59	31.42	32.10	32.91
12	30.14	31.96	32.64	33.45
13	30.81	32.64	33.32	34.13
14	31.49	33.32	33.99	34.81
15	32.17	33.99	34.67	35.48
16	32.84	34.67	35.35	36.16
17	33.52	35.35	36.02	36.84
18	34.20	36.02	36.70	37.51
19	34.87	36.70	37.38	38.19
20	35.55	37.38	38.05	38.87
21	36.23	38.05	38.73	39.54
22	36.92	38.75	39.42	40.24
23	37.61	39.44	40.12	40.93
24	38.38	40.20	40.88	41.69
25	39.26	41.08	41.76	42.57

**Baker County School Board
2020-2021 PART-TIME TEACHING SALARY SCHEDULE**

FYE June 30, 2021

<u>DEGREE</u>	<u>TYPE OF CONTRACT</u>	<u>MINIMUM HOURLY RATE</u>
Bachelor's Degree	0 – 9	\$28.35
	10 – 14	29.05
	15 – Up	32.17
Master's Degree	0 – 9	30.17
	10 – 14	30.88
	15 – Up	33.99
Specialist Degree	0 – 9	30.85
	10 – 14	31.56
	15 – Up	34.67
Doctor's Degree	0 – 9	31.66
	10 – 14	32.37
	15 – Up	35.48

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.

2020-2021 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOL BOARD

FYE June 30, 2021

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

High School Varsity Head Coach****	4,350.00
High School Assistant Coach (7).....	2,575.00
Middle School Head Coach	2,000.00
Middle School Assistant Coach (3)	1,500.00

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
Middle School Boys' Track Coach.....	1,500.00
Middle School Girls' Track Coach	1,500.00

2020-2021 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOL BOARD

FYE June 30, 2021

Cross Country

Boys' Cross Country Coach1,390.00
Girls' Cross Country Coach1,390.00

Tennis

Boys' Tennis Coach1,390.00
Girls' Tennis Coach1,390.00

Volleyball

High School Girls' Volleyball Coach2,470.00
High School Girls' Junior Varsity Volleyball Coach1,390.00
Middle School Volleyball Coach1,500.00
Middle School Assistant Volleyball Coach1,000.00

Softball

Girls' Softball Coach (Fast Pitch)3,090.00
Girls' Assistant Softball Coach (Fast Pitch) (2)1,390.00
Girls' Softball Coach (Slow Pitch)1,545.00
Girls' Assistant Softball Coach (Slow Pitch)1,030.00
Middle School Girls' Softball Coach1,500.00
Middle School Girls' Assistant Softball Coach1,000.00

Bowling

Girls' Bowling Coach1,545.00
Girls' Assistant Bowling Coach1,030.00

Swimming

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

Soccer

****Boys' High School Soccer Coach1,390.00
****Girls' High School Soccer Coach1,390.00

Cheerleader Sponsors

High School Competitive1,030.00
High School Varsity Football1,030.00
High School Junior Varsity Football750.00
High School Varsity Basketball1,030.00
High School Junior Varsity Basketball750.00
Middle School Football (1)750.00
Middle School Basketball (1)750.00

2020-2021 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOL BOARD

FYE June 30, 2021

High School Dance Drill Team

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

Middle School Dancin' Paws

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

Girls' Flag Football

High School Head Coach.....	1,390.00
High School Assistant Coach.....	890.00

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	525.00
High School Majorettes	600.00
Middle School Majorettes	600.00

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
Middle School.....	475.00

Future Business Leaders of America (FBLA)

High School	450.00
Middle School.....	450.00

Additional CTE Organizations

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

2020-2021 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOL BOARD

FYE June 30, 2021

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

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.....	525.00
Junior Class Sponsor	525.00
Sophomore Class Sponsor	225.00
Freshman Class Sponsor.....	225.00

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

**2020-2021 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOL BOARD**

FYE June 30, 2021

Miscellaneous Student Clubs and Organizations

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

Instructional Special Certifications, Specialists, and Instructional Leadership

Director of Guidance

High School (3)	1,235.00
Middle School (2)	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

ESE Staffing Specialist	2,060.00
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
Teacher on Special Assignment (4)	2,575.00
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

2020-2021 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOL BOARD

FYE June 30, 2021

Chairpersons

**High School	7,000.00
**Middle School	5,000.00
*****Intermediate School	3,400.00
*****Macclenny Elementary	3,400.00
*****Westside Elementary	3,400.00
*****Pre-K Kindergarten Center	1,235.00

Miscellaneous Instructional Leadership

Team Leaders - Middle School (4 or more)	325.00
Peer Teacher	625.00
School Activities Coordinator - Middle School	250.00
Computer Network Manager***	1,030.00

Bus Duty Supplement (beyond work day)

High School (1)	1,200.00
Middle School (1)	1,200.00
Intermediate School (5)	1,200.00
Macclenny Elementary ()*	1,200.00
Westside Elementary ()*	1,200.00
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

Baker County Middle School (1)*	1,200.00
Baker County High School (5)	1,200.00

Longevity *****

Longevity for 197-Day Teachers	6,100.00
Longevity for 216-Day Teachers	6,688.00
Longevity for 240-Day Teachers	7,431.00
Longevity for 261-Day Teachers	8,082.00

- * Number of positions subject to periodic adjustments as mutually agreed upon.**
- ** For BCHS and BCMS divide existing dollars pro rata based upon number of persons in department compared to number of persons in all departments.**
- *** 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)**
- **** BCHS Head Football Coach will be placed on an 11-month teaching contract. Football Coaches will be paid their supplement in two separate payments (30% Spring Football / 70% Fall Football)**
- ***** These supplements will be paid for entirely from sponsor/booster funds. No funds will be used from the school district to pay these supplements or to run these programs.**
- ***** Amount is to be divided by the total number of chairman at school.**
- ***** Longevity is for teachers who have completed 25 or more years of service as a teacher.**

**2020-21 INSTRUCTIONAL DIFFERENTIATED PAY POSITIONS
BAKER COUNTY SCHOOLS**

Director of Guidance

High School (3).....	1,235.00
Middle School (2)	1,235.00
Intermediate School (1)	1,235.00
Maccleddy Elementary (1)	1,235.00
Westside Elementary (1).....	1,235.00
Pre-K Kindergarten Center (1).....	1,235.00
Occupational Specialist.....	1,235.00

ESE

ESE Staffing Specialist.....	2,060.00
Behavioral Analyst.....	2,000.00
School Psychologist.....	6,000.00
Speech and Hearing Therapist.....	3,000.00
National Board Certification for Speech	425.00
Occupational Therapist	1,545.00
ESE Teacher (Paid from IDEA).....	1,200.00

Chairpersons

High School	7,000.00
Middle School.....	5,000.00
Intermediate School.....	3,400.00
Maccleddy School	3,400.00
Westside School	3,400.00
Southside Education Center (2).....	200.00
Pre-K Kindergarten Center	1,235.00

Other Miscellaneous

Teachers Assigned to the Alternative School Full Time	1,500.00
Team Leaders - Middle School (4 or more)	325.00
Peer Teacher.....	625.00
Computer Network Manager	1,030.00
Teachers at Title I Schools (FY 2020-2021 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.

Baker County School Board

**SALARY SCHEDULE GUIDELINES
2020-2021**

INSTRUCTIONAL PERSONNEL

For the term of this contract, a step 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 step 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.

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.

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)	\$ 10.00/hour
LPN Subbing for a Nurse	\$ 10.67/hour
Associate of Arts or Science	\$ 11.33/hour
Bachelor's Degree	\$ 13.33/hour
Master Degree or Higher	\$ 16.67/hour

**Baker County School Board
SUPPORT STAFF SALARY SCHEDULE**

FYE June 30, 2021

**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, 2021**

Years Experience	197 days Annual Contract Salary	197 days Masters Contract Salary	186 days Annual Contract Salary	186 days Masters Contract Salary
0	41,880	44,580	39,542	42,091
1	41,980	44,680	39,636	42,185
2	42,030	44,730	39,683	42,232
3	42,080	44,780	39,730	42,280
4	42,130	44,830	39,778	42,327
5	42,180	44,880	39,825	42,374
6	42,230	44,930	39,872	42,421
7	42,280	44,980	39,919	42,468
8	42,330	45,030	39,966	42,516
9	42,380	45,080	40,014	42,563
10	42,925	45,625	40,528	43,077
11	43,725	46,425	41,284	43,833
12	44,525	47,225	42,039	44,588
13	45,525	48,225	42,983	45,532
14	46,525	49,225	43,927	46,476
15	47,525	50,225	44,871	47,421
16	48,525	51,225	45,815	48,365
17	49,525	52,225	46,760	49,309
18	50,525	53,225	47,704	50,253
19	51,525	54,225	48,648	51,197
20	52,525	55,225	49,592	52,141
21	53,525	56,225	50,536	53,086
22	54,550	57,250	51,504	54,053
23	55,575	58,275	52,472	55,021
24	56,700	59,400	53,534	56,083
25	58,000	60,700	54,761	57,311

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 EMPLOYEES

An employee must work for three (3) years as a classified 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

An employee who is a classified 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 earning these funds 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 hours worked on job
 60-89 Semester Hours - \$.70 per hr. x hours worked on job
 90+ Semester Hours - \$.75 per hr. x hours worked on job

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 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

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

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

**Baker County School Board
Executive Secretary - Salary Schedule
FYE June 30, 2021**

Years Experience	(Exec. Sec.) Annual Salary
0	41,819.31
1	42,112.82
2	42,406.36
3	43,055.66
4	43,349.20
5	43,820.61
6	44,292.03
7	44,585.55
8	44,879.09
9	45,172.60
10	45,732.98
11	47,206.60
12	47,500.14
13	47,793.65
14	48,087.19
15	48,380.70
16	48,674.24
17	48,967.75
18	50,131.15

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

**Baker County School Board
Secretary Salary Schedule - 261 Days and 240
FYE June 30, 2021**

Years Experience	(Sec. I) Annual Salary 261	(Sec. II) Annual Salary 261	(Sec. III) Annual Salary 261	(Sec. I) Annual Salary 240	(Sec. II) Annual Salary 240	(Sec. III) Annual Salary 240
0	39,097.53	38,154.69	36,690.61	35,951.75	35,084.77	33,738.49
1	39,391.04	38,448.21	36,984.15	36,221.65	35,354.67	34,008.41
2	39,684.58	38,741.74	37,277.66	36,491.57	35,624.59	34,278.31
3	40,333.88	39,391.04	37,926.99	37,088.63	36,221.65	34,875.39
4	40,627.42	39,684.58	38,220.50	37,358.54	36,491.57	35,145.29
5	41,098.83	40,155.99	38,691.93	37,792.03	36,925.05	35,578.79
6	41,570.26	40,627.42	39,163.34	38,225.52	37,358.54	36,012.27
7	41,863.77	40,920.93	39,456.87	38,495.42	37,628.44	36,282.18
8	42,157.31	41,214.47	39,750.39	38,765.34	37,898.36	36,552.08
9	42,450.82	41,507.98	40,043.92	39,035.24	38,168.26	36,822.00
10	43,011.20	42,068.36	40,604.28	39,550.53	38,683.55	37,337.27
11	44,484.82	43,541.99	42,077.93	40,905.59	40,038.61	38,692.35
12	44,778.36	43,835.52	42,371.44	41,175.50	40,308.52	38,962.25
13	45,071.87	44,129.04	42,664.98	41,445.40	40,578.42	39,232.16
14	45,365.41	44,422.57	42,958.49	41,715.32	40,848.34	39,502.06
15	45,658.92	44,716.09	43,252.03	41,985.22	41,118.24	39,771.98
16	45,952.46	45,009.62	43,545.54	42,255.13	41,388.16	40,041.88
17	46,245.97	45,303.14	43,839.08	42,525.03	41,658.06	40,311.80
18	47,383.14	46,431.21	44,953.02	43,570.70	42,695.37	41,336.11

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**Finance Aide/Assoc. Supt. Secretary - 12 Month Employee (261 Days)****Secretary/Nutrition Services Finance Aide - 11 Month Employee (240 Days)****Nutrition Services - 10 Month Employee (206 Days)****Salary Schedule****FYE June 30, 2021**

Years Experience	(Fin I) 261 Days Annual Salary	(Fin II) 261 Days Annual Salary	(Fin I) 240 Days Annual Salary	(Fin II) 240 Days Annual Salary	(Fin I) 206 Days Annual Salary	(Fin II) 206 Days Annual Salary
0	41,819.31	39,097.53	38,454.54	35,951.75	33,006.81	30,858.59
1	42,112.82	39,391.04	38,724.44	36,221.65	33,238.47	31,090.25
2	42,406.36	39,684.58	38,994.35	36,491.57	33,470.15	31,321.93
3	43,055.66	40,333.88	39,591.41	37,088.63	33,982.63	31,834.41
4	43,349.20	40,627.42	39,861.33	37,358.54	34,214.31	32,066.08
5	43,820.61	41,098.83	40,294.81	37,792.03	34,586.38	32,438.16
6	44,292.03	41,570.26	40,728.31	38,225.52	34,958.46	32,810.24
7	44,585.55	41,863.77	40,998.21	38,495.42	35,190.13	33,041.90
8	44,879.09	42,157.31	41,268.12	38,765.34	35,421.81	33,273.58
9	45,172.60	42,450.82	41,538.02	39,035.24	35,653.47	33,505.25
10	45,732.98	43,011.20	42,053.31	39,550.53	36,095.76	33,947.54
11	47,206.60	44,484.82	43,408.37	40,905.59	37,258.85	35,110.63
12	47,500.14	44,778.36	43,678.29	41,175.50	37,490.53	35,342.31
13	47,793.65	45,071.87	43,948.19	41,445.40	37,722.19	35,573.97
14	48,087.19	45,365.41	44,218.10	41,715.32	37,953.87	35,805.65
15	48,380.70	47,437.87	44,488.00	43,621.03	38,185.54	37,441.38
16	48,674.24	47,731.40	44,757.92	43,890.94	38,417.21	37,673.06
17	48,967.75	48,024.92	45,027.82	44,160.84	38,648.88	37,904.72
18	50,131.15	49,179.22	46,097.61	45,222.27	39,567.11	38,815.79

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, 2021**

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	17,945.45	16,777.48
1	17,945.45	16,777.48
2	18,071.40	16,903.44
3	18,071.40	16,903.44
4	18,197.36	17,029.40
5	18,197.36	17,029.40
6	18,475.99	17,308.03
7	18,475.99	17,308.03
8	18,601.95	17,433.99
9	18,601.95	17,433.99
10	18,804.25	17,636.28
11	18,804.25	17,636.28
12	19,006.54	17,838.58
13	19,006.54	17,838.58
14	19,132.50	17,964.53
15	19,132.50	17,964.53
16	19,258.46	18,090.49
17	19,258.46	18,090.49
18	19,384.41	18,216.44
19	19,384.41	18,216.44
20	19,624.88	18,456.91
21	19,624.88	18,456.91
22	20,257.24	19,089.27
23	20,257.24	19,089.27
24	20,383.20	19,215.23
25	20,383.20	19,215.23
26	20,509.15	19,341.19
27	20,509.15	19,341.19
28	20,635.11	19,467.15
29	20,635.11	19,467.15
30	20,761.07	20,356.48
31	20,761.07	20,356.48
32	20,887.03	20,482.44
33	20,887.03	20,482.44
34	21,012.98	20,608.39
35	21,012.98	20,608.39
36	21,512.22	21,103.73

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.

LONGEVITY

All non-instructional personnel who have completed 15-19 years non-instructional service in the Baker County School District, shall receive an additional \$1,000.00 as part of their base salary. Eligibility for this \$1,000.00 addition to the base salary ends at the end of the 20th year of service.

All non-instructional personnel who have completed 20-24 years non-instructional service in the Baker County School District, shall receive \$1,600 as part of their base salary. Eligibility for this \$1,600.00 addition to the base salary ends at the end of the 25th 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 \$2,100.00 as part of their base salary.

**NON-INSTRUCTIONAL PERSONNEL
SALARY SCHEDULE GUIDELINES
AWARD FOR COLLEGE SEMESTER HOURS
2020-2021**

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 hour
60 - 89 Semester Hours - \$.70 per hour
90+ Semester Hours - \$.75 per hour

These rates will not apply when the credit hours are required for employment. Anyone currently employed, as of the ratification date, November 20, 2012, may continue on their current track and schedule of earning these funds 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
High School & Middle School Secretary/Bookkeeper - 261 days
Pre-K Kindergarten Center Secretary/Bookkeeper - 240 days
Salary Schedule
FYE June 30, 2021

Years Experience	Salary 261 - Days	Salary 240 - Days
0	37,142.04	34,153.60
1	37,439.19	34,426.84
2	37,773.49	34,734.24
3	38,404.95	35,314.90
4	38,739.25	35,622.30
5	39,222.12	36,066.32
6	39,734.32	36,537.30
7	40,031.46	36,810.54
8	40,291.47	37,049.63
9	40,625.77	37,357.03
10	41,182.94	37,869.37
11	42,697.35	39,261.93
12	42,994.51	39,535.18
13	43,291.65	39,808.42
14	43,625.95	40,115.82
15	43,923.12	40,389.07
16	44,257.40	40,696.46
17	44,554.56	40,969.71
18	45,679.08	42,003.75

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
School Secretary-Bookkeeper Data Processors & VPK/Pre-K Coordinator
School Secretary/Clerical Assistant to Teachers
Salary Schedule
FYE June 30, 2021

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	Per Hour	216 Days Per Year Salary	Per Hour	240 Days Per Year Salary	Per Hour	261 Days Per Year Salary	Per Hour	5hr 261 Days Per Year Salary
0	14.32	23,191.66	14.29	25,726.55	14.28	27,944.58	14.28	18,629.72
1	14.59	23,636.13	14.57	26,220.41	14.55	28,481.65	14.55	18,987.77
2	14.73	23,870.06	14.71	26,480.33	14.69	28,764.32	14.69	19,176.21
3	15.02	24,337.93	15.00	27,000.18	14.98	29,329.66	14.98	19,553.10
4	15.15	24,548.47	15.13	27,234.11	15.11	29,584.06	15.11	19,722.71
5	15.37	24,899.36	15.35	27,624.00	15.33	30,008.06	15.33	20,005.37
6	15.53	25,156.69	15.51	27,909.92	15.49	30,318.99	15.49	20,212.66
7	15.64	25,343.84	15.62	28,117.86	15.60	30,545.13	15.60	20,363.42
8	15.79	25,577.77	15.77	28,377.78	15.75	30,827.80	15.75	20,551.86
9	15.92	25,798.31	15.90	28,611.72	15.88	31,082.20	15.88	20,721.47
10	16.15	26,162.60	16.13	29,027.59	16.11	31,534.47	16.11	21,022.98
11	18.53	30,024.16	18.49	33,280.84	18.51	36,233.94	18.51	24,155.96

School Secretary/Clerical Assistant to Teachers

Years Experience	Per Hour	216 Days Per Year Salary
0	13.42	21,732.74
1	13.68	22,153.81
2	13.81	22,364.35
3	14.11	22,855.61
4	14.25	23,089.54
5	14.45	23,417.05
6	14.60	23,650.98
7	14.71	23,838.12
8	14.84	24,048.66
9	15.00	24,305.99
10	15.26	24,727.07
11	17.59	28,499.60

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

**Baker County School Board
Instructional Assistants
Salary Schedule
FYE June 30, 2021**

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	Per Hour	Aide 187 Salary	Per Hour	Aide 206 Salary	Per Hour	Aide 216 Salary	Per Hour	5 Hr/Day		
								Aide 186 Salary	Aide 197 Salary	Aide 240 Salary
0	13.38	18,764.35	13.35	20,632.52	13.34	21,615.77	13.38	12,442.67	19,751.75	24,017.52
1	13.65	19,149.15	13.63	21,056.42	13.62	22,060.24	13.65	12,697.83	20,157.12	24,511.38
2	13.80	19,351.67	13.77	21,279.52	13.76	22,294.17	13.80	12,832.13	20,370.48	24,771.30
3	14.10	19,776.97	14.08	21,748.03	14.07	22,785.43	14.10	13,114.14	20,818.52	25,317.14
4	14.25	19,979.50	14.22	21,971.13	14.21	23,019.36	14.25	13,248.44	21,031.88	25,577.07
5	14.46	20,283.29	14.44	22,305.79	14.43	23,370.26	14.46	13,449.88	21,351.91	25,966.96
6	14.61	20,485.81	14.58	22,528.89	14.57	23,604.19	14.61	13,584.17	21,565.27	26,226.88
7	14.74	20,668.08	14.71	22,729.68	14.70	23,814.73	14.74	13,705.04	21,757.29	26,460.81
8	14.85	20,830.10	14.83	22,908.16	14.82	24,001.88	14.85	13,812.47	21,927.97	26,668.75
9	15.03	21,073.13	15.00	23,175.88	14.99	24,282.60	15.03	13,973.63	22,183.99	26,980.66
10	15.29	21,437.68	15.26	23,577.47	15.25	24,703.67	15.29	14,215.36	22,568.03	27,448.53
11	17.74	24,878.77	17.69	27,334.02	17.67	28,626.25	17.74	16,497.15	26,193.15	31,806.94

**A \$250 EOY Bonus will be paid to ESE Pre-K Classroom Paraprofessionals from the IDEA grant, 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, 2021**

Aide 187 - 4 hours, 748 hours

Full Time Years Experience	Part Time Years Experience	Per Hour	Aide 187 4 Hr/Day
0	0	13.38	10,007.65
0	1	13.38	10,007.65
1	2	13.65	10,212.88
1	3	13.65	10,212.88
2	4	13.80	10,320.89
2	5	13.80	10,320.89
3	6	14.10	10,547.72
3	7	14.10	10,547.72
4	8	14.25	10,655.73
4	9	14.25	10,655.73
5	10	14.46	10,817.75
5	11	14.46	10,817.75
6	12	14.61	10,925.77
6	13	14.61	10,925.77
7	14	14.74	11,022.98
7	15	14.74	11,022.98
8	16	14.85	11,109.39
8	17	14.85	11,109.39
9	18	15.03	11,239.00
9	19	15.03	11,239.00
10	20	15.29	11,433.43
10	21	15.29	11,433.43
11	22	17.74	13,268.68
11	23	17.74	13,268.68

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, 2021**

Years Experience	Per Hour	CDA 197 Salary	Per Hour	CDA 240 Salary
0	16.82	24,846.78	16.77	30,187.76
1	17.11	25,273.49	17.06	30,707.61
2	17.42	25,742.87	17.38	31,279.44
3	17.71	26,169.58	17.67	31,799.29
4	18.03	26,638.96	17.98	32,371.13
5	18.32	27,065.67	18.27	32,890.98
6	18.62	27,513.71	18.58	33,436.82
7	18.93	27,961.76	18.88	33,982.66
8	19.23	28,409.80	19.18	34,528.50
9	19.53	28,857.85	19.49	35,074.34
10	19.83	29,305.89	19.79	35,620.19
11	22.65	33,471.28	22.57	40,621.35

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

****A \$250 EOY Bonus will be paid to ESE Pre-K Classroom Child Development Associates from the IDEA grant, 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
Bus Garage Shop Manager - Maintenance Foreman/Inventory Manager
Salary Schedule
12 Month Employee
FYE June 30, 2021**

Years Experience	Per Year Salary
0	54,870.40
1	55,241.84
2	55,576.14
3	56,319.02
4	56,690.48
5	57,210.49
6	57,759.82
7	58,094.12
8	58,465.56
9	58,837.00
10	59,468.46
11	62,489.92

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, 2021
(12 Months, 8 hours, 261 days = 2088 hours)

Heating, Cooling, Electrical Maintenance

Years Experience	Per Hour	Per Year Salary
0	16.71	34,897.08
1	17.05	35,590.56
2	17.19	35,892.07
3	17.49	36,525.25
4	17.61	36,766.46
5	17.85	37,279.03
6	17.98	37,550.39
7	18.13	37,851.90
8	18.27	38,153.42
9	18.39	38,394.63
10	18.66	38,967.50
11	21.23	44,334.95

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	18.96	39,594.70
1	19.28	40,264.47
2	19.40	40,508.02
3	19.74	41,208.23
4	19.88	41,512.67
5	20.09	41,938.89
6	20.25	42,273.77
7	20.36	42,517.33
8	20.52	42,852.21
9	20.65	43,126.21
10	20.93	43,704.64
11	23.67	49,415.27

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, 2021**

(12 Months, 8 hours, 261 days = 2088 hours)

(11 Months, 8 hours, 240 days = 1920)

Apprenticeship

Years Experience	Per Hour	261 Per Year Salary		240 Per Year Salary
0	10.73	22,414.46	10.75	20,641.38
1	10.98	22,927.03	11.00	21,112.71
2	11.15	23,288.85	11.17	21,445.42
3	11.38	23,771.27	11.40	21,889.02
4	11.62	24,253.69	11.63	22,332.63
5	11.88	24,796.41	11.89	22,831.68
6	12.11	25,278.83	12.12	23,275.29
7	12.57	26,243.67	12.58	24,162.49
8	13.05	27,238.66	13.06	25,077.43
9	13.52	28,233.65	13.54	25,992.36
10	14.00	29,228.64	14.01	26,907.30
11	16.28	33,985.57	16.26	31,213.37

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, 2021****(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	17.89	37,354.71	32,202.33
1	18.18	37,963.59	32,727.23
2	18.33	38,268.03	32,989.68
3	18.63	38,907.35	33,540.82
4	18.78	39,211.79	33,803.27
5	19.01	39,698.89	34,223.18
6	19.14	39,972.89	34,459.39
7	19.29	40,277.33	34,721.83
8	19.42	40,551.32	34,958.04
9	19.55	40,825.32	35,194.24
10	19.83	41,403.76	35,692.89
11	22.44	46,848.43	40,386.58

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 (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	14.17	29,590.46	25,509.02
1	14.46	30,193.48	26,028.87
2	14.60	30,495.00	26,288.79
3	14.92	31,158.33	26,860.63
4	15.05	31,429.69	27,094.56
5	15.27	31,881.96	27,484.44
6	15.40	32,153.32	27,718.38
7	15.54	32,454.83	27,978.30
8	15.67	32,726.19	28,212.23
9	15.82	33,027.70	28,472.16
10	16.08	33,570.43	28,940.02
11	18.39	38,393.04	33,097.45

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board**School Bus Driver****Salary Schedule****FYE June 30, 2021****(186 Days @ 5.5 hours = 1023 hours, 186 Days @ 8 hours = 1488 hours)****(Including 6 Holidays)**

Years Experience	Per Hour	5.5 Hr Day Per Year Salary	Years Experience	Per Hour	8 Hr Day Per Year Salary
0	14.32	14,651.11	0	14.21	21,139.05
1	14.70	15,035.19	1	14.58	21,697.72
2	14.88	15,227.23	2	14.77	21,977.05
3	15.33	15,685.17	3	15.22	22,643.15
4	15.58	15,936.30	4	15.46	23,008.43
5	15.92	16,290.84	5	15.81	23,524.12
6	16.13	16,497.65	6	16.01	23,824.94
7	16.33	16,704.47	7	16.21	24,125.76
8	16.57	16,955.60	8	16.46	24,491.04
9	16.76	17,147.64	9	16.65	24,770.37
10	17.18	17,576.04	10	17.07	25,393.50
11	20.20	20,664.81	11	19.98	29,733.35

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, 2021

Years Experience	Per Hour	8 Hr Day	Per Hour	5.5 Hr Day
		Per Year Salary		Per Year Salary
0	10.72	15,956.71	10.84	11,088.25
1	10.90	16,214.56	11.01	11,265.52
2	11.07	16,472.40	11.19	11,442.79
3	11.24	16,730.25	11.36	11,620.05
4	11.45	17,031.07	11.56	11,826.87
5	11.63	17,310.40	11.75	12,018.91
6	11.82	17,589.73	11.94	12,210.95
7	12.04	17,912.04	12.15	12,432.53
8	12.24	18,212.86	12.36	12,639.35
9	12.44	18,513.68	12.56	12,846.16
10	12.64	18,814.50	12.76	13,052.97
11	14.12	21,015.08	14.34	14,670.99

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
Landscape Technician (261 Days)
Custodian (261) & (197)
Salary Schedule
FYE June 30, 2021**

(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	5.5 Hrs/Day	
						197 - days Salary	261 - Days Salary
0	13.39	27,962.29	13.40	25,736.59	13.45	21,198.24	19,224.08
1	13.65	28,505.01	13.66	26,235.65	13.71	21,607.88	19,597.20
2	13.80	28,806.53	13.81	26,512.90	13.85	21,835.46	19,804.49
3	14.13	29,500.01	14.14	27,150.58	14.19	22,358.89	20,281.25
4	14.24	29,741.22	14.26	27,372.38	14.30	22,540.95	20,447.09
5	14.49	30,253.79	14.50	27,843.71	14.55	22,927.83	20,799.48
6	14.60	30,495.00	14.62	28,065.51	14.66	23,109.89	20,965.31
7	14.73	30,766.36	14.75	28,315.04	14.79	23,314.72	21,151.87
8	14.91	31,128.17	14.92	28,647.75	14.97	23,587.81	21,400.62
9	15.02	31,369.38	15.04	28,869.55	15.08	23,769.87	21,566.45
10	15.28	31,912.11	15.30	29,368.60	15.34	24,179.51	21,939.57
11	17.53	36,597.40	17.54	33,676.92	17.59	27,720.29	25,160.71

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Substitute Custodian - \$9.00 per hour.

**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, 2021
(12 Months, 4 Hours, 261 days=1044 hours)**

Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	13.39	13,981.15
0	1	13.39	13,981.15
1	2	13.65	14,252.51
1	3	13.65	14,252.51
2	4	13.80	14,403.26
2	5	13.80	14,403.26
3	6	14.13	14,750.00
3	7	14.13	14,750.00
4	8	14.24	14,870.61
4	9	14.24	14,870.61
5	10	14.49	15,126.89
5	11	14.49	15,126.89
6	12	14.60	15,247.50
6	13	14.60	15,247.50
7	14	14.73	15,383.18
7	15	14.73	15,383.18
8	16	14.91	15,564.09
8	17	14.91	15,564.09
9	18	15.02	15,684.69
9	19	15.02	15,684.69
10	20	15.28	15,956.05
10	21	15.28	15,956.05
11	22	17.53	18,298.70
11	23	17.53	18,298.70

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

**Nutrition Services Manager
Salary Schedule
(7.5 Hours, 193 Days - 1447.5 Hours)
(8.0 Hours, 193 Days - 1544 Hours)
FYE June 30, 2021**

Years Experience	Per Hour	Per Year Salary 7.5 Hours		Per Year Salary 8.0 Hours**
0	14.96	21,653.55	14.94	23,071.95
1	15.05	21,778.96	15.03	23,205.72
2	15.16	21,946.18	15.15	23,384.09
3	15.41	22,301.52	15.39	23,763.11
4	15.54	22,489.64	15.52	23,963.78
5	15.70	22,719.57	15.68	24,209.03
6	15.78	22,844.98	15.77	24,342.80
7	15.90	23,012.20	15.88	24,521.17
8	16.00	23,158.51	15.98	24,677.24
9	16.09	23,283.93	16.07	24,811.01
10	16.22	23,472.05	16.20	25,011.68
11	18.50	26,785.77	18.47	28,523.88

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.

This certification must be obtained by August 15, 1991.

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
Salary Schedule
FYE June 30, 2021
(7 Hours, 191 Days - 1337 Hours)**

Years Experience	Per Hour	Per Year Salary
0	13.25	17,712.58
1	13.39	17,905.65
2	13.54	18,098.72
3	14.19	18,967.51
4	14.32	19,141.27
5	14.38	19,230.48
6	14.45	19,315.03
7	14.56	19,469.49
8	14.63	19,558.69
9	14.71	19,662.55
10	14.82	19,817.00
11	16.97	22,684.05

Nutrition Service Substitutes - \$9.00 per hour

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

**Baker County School Board
Nutrition Service Assistants
Salary Schedule**

FYE June 30, 2021

(3 Hours, 186 Days - 558 Hours; 4 Hours, 186 Days, 744 hours)

3 Hour Nutrition Services Assistant				4 Hour Nutrition Services Assistant			
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	13.25	7,392.39	0	0	13.25	9,856.52
0	1	13.25	7,392.39	0	1	13.25	9,856.52
1	2	13.39	7,472.96	1	2	13.39	9,963.95
1	3	13.39	7,472.96	1	3	13.39	9,963.95
2	4	13.54	7,553.54	2	4	13.54	10,071.39
2	5	13.54	7,553.54	2	5	13.54	10,071.39
3	6	14.19	7,916.13	3	6	14.19	10,554.85
3	7	14.19	7,916.13	3	7	14.19	10,554.85
4	8	14.32	7,988.65	4	8	14.32	10,651.54
4	9	14.32	7,988.65	4	9	14.32	10,651.54
5	10	14.38	8,025.88	5	10	14.38	10,701.18
5	11	14.38	8,025.88	5	11	14.38	10,701.18
6	12	14.45	8,061.17	6	12	14.45	10,748.23
6	13	14.45	8,061.17	6	13	14.45	10,748.23
7	14	14.56	8,125.63	7	14	14.56	10,834.18
7	15	14.56	8,125.63	7	15	14.56	10,834.18
8	16	14.63	8,162.87	8	16	14.63	10,883.82
8	17	14.63	8,162.87	8	17	14.63	10,883.82
9	18	14.71	8,206.21	9	18	14.71	10,941.61
9	19	14.71	8,206.21	9	19	14.71	10,941.61
10	20	14.82	8,270.67	10	20	14.82	11,027.56
10	21	14.82	8,270.67	10	21	14.82	11,027.56
11	22	16.97	9,467.24	11	22	16.97	12,622.99
11	23	16.97	9,467.24	11	23	16.97	12,622.99

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

2020-2021

PART-TIME, TEMPORARY, EXTRA-DUTY

Skilled laborers working on a specific
maintenance project for a limited time \$13.25 per hour

Part-time clerical/typing \$ 9.06 per hour

Adults working on school board projects
for a limited time \$ 9.06 per hour

Students working part-time summers or other
temporary positions (high school or college) Minimum Wage

For work performed beyond the normal \$9.75 per hour
contractual period in official non-instructional
capacity. This would include writing projects,
curriculum, attending or conducting workshops
beyond the regular contractual period.

Extended Day Enrichment Program/S.T.A.R.S. Program

Supervisor (182 days)..... \$15.50 per hour

Assistant (181 days)\$11.50 per hour

