

PRESENTED AND APPROVED
IN OPEN BOARD MEETING
DATE: 9/3/2019
MIN.BK# 38 MIN.BK PAGE#

BAKER COUNTY DISTRICT SCHOOL BOARD

SALARY SCHEDULES

2019-2020

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INFORMATION ONLY

BENEFIT: As per Baker County School 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, 2020

Years	Bachelors	Masters	Specialist	Doctorate
0	44,162	47,452	48,670	50,132
1	44,832	48,122	49,340	50,802
2	45,503	48,792	50,010	51,472
3	46,173	49,462	50,680	52,142
4	46,843	50,132	51,350	52,812
5	47,543	50,832	52,051	53,513
6	48,274	51,563	52,782	54,244
7	49,127	52,416	53,635	55,096
8	49,980	53,269	54,487	55,949
9	50,832	54,122	55,340	56,802
10	51,685	54,975	56,193	57,655
11	52,660	55,949	57,168	58,629
12	53,635	56,924	58,142	59,604
13	54,853	58,142	59,360	60,822
14	56,071	59,360	60,579	62,041
15	57,289	60,579	61,797	63,259
16	58,508	61,797	63,015	64,477
17	59,726	63,015	64,234	65,695
18	60,944	64,234	65,452	66,914
19	62,162	65,452	66,670	68,132
20	63,381	66,670	67,888	69,350
21	64,599	67,888	69,107	70,569
22	65,848	69,137	70,355	71,817
23	67,096	70,386	71,604	73,066
24	68,345	71,635	72,853	74,315
25	69,594	72,883	74,102	75,563

Baker County School Board
Performance Pay Ed Leader Salary Schedule: 240 Day Contract*
FYE June 30, 2020

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	\$ 44,162	4	\$ 46,843	5	\$ 47,543	6	\$ 48,274	10	\$ 51,685	12	\$ 53,635	21	\$ 64,599
1	\$ 44,832	H.E.	(+701.00)	H.E.	(+732.00)	7	\$ 49,127	11	\$ 52,660	13	\$ 54,853	22	\$ 65,848
2	\$ 45,503	EFF.	(+700.75)	EFF.	(+731.75)	8	\$ 49,980	H.E.	(+976.00)	14	\$ 56,071	23	\$ 67,096
3	\$ 46,173					9	\$ 50,832	EFF.	(+975.75)	15	\$ 57,289	24	\$ 68,345
H.E.	(+671.00)					H.E.	(+854.00)			16	\$ 58,508	25	\$ 69,594
EFF.	(+670.75)					EFF.	(+853.75)			17	\$ 59,726	H.E.	(+1,250.00)
										18	\$ 60,944	EFF.	(+1,249.75)
										19	\$ 62,162		
										20	\$ 63,381		
										H.E.	(+1219.00)		
										EFF.	(+1,218.75)		

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, 2020

Years	Bachelors	Masters	Specialist	Doctorate
0	48,027	51,604	52,929	54,519
1	48,755	52,332	53,657	55,247
2	49,484	53,061	54,386	55,976
3	50,213	53,790	55,115	56,705
4	50,941	54,519	55,843	57,433
5	51,703	55,280	56,605	58,195
6	52,498	56,075	57,400	58,990
7	53,426	57,003	58,328	59,917
8	54,353	57,930	59,255	60,845
9	55,280	58,857	60,182	61,772
10	56,208	59,785	61,110	62,700
11	57,268	60,845	62,170	63,760
12	58,328	61,905	63,230	64,819
13	59,652	63,230	64,554	66,144
14	60,977	64,554	65,879	67,469
15	62,302	65,879	67,204	68,794
16	63,627	67,204	68,529	70,119
17	64,952	68,529	69,854	71,444
18	66,277	69,854	71,179	72,769
19	67,602	71,179	72,504	74,094
20	68,927	72,504	73,829	75,418
21	70,251	73,829	75,153	76,743
22	71,609	75,187	76,511	78,101
23	72,967	76,545	77,869	79,459
24	74,325	77,903	79,227	80,817
25	75,683	79,261	80,585	82,175

Baker County School Board
Performance Pay Ed Leader Salary Schedule: 261 Day Contract*
FYE June 30, 2020

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	\$ 48,027
1	\$ 48,755
2	\$ 49,484
3	\$ 50,213
H.E.	(+729.00)
EFF.	(+728.75)

Step	Placement II
4	\$ 50,941
H.E.	(+763.00)
EFF.	(+762.75)

Step	Placement III
5	\$ 51,703
H.E.	(+796.00)
EFF.	(+795.75)

Step	Placement IV
6	\$ 52,498
7	\$ 53,426
8	\$ 54,353
9	\$ 55,280
H.E.	(+929.00)
EFF.	(+928.75)

Step	Placement V
10	\$ 56,208
11	\$ 57,268
H.E.	(+1061.00)
EFF.	(+1060.75)

Step	Placement VI
12	\$ 58,328
13	\$ 59,652
14	\$ 60,977
15	\$ 62,302
16	\$ 63,627
17	\$ 64,952
18	\$ 66,277
19	\$ 67,602
20	\$ 68,927
H.E.	(+1,325.00)
EFF.	(+1,324.75)

Step	Placement VII
21	\$ 70,251
22	\$ 71,609
23	\$ 72,967
24	\$ 74,325
25	\$ 75,683
H.E.	(+1,359.00)
EFF.	(+1,358.75)

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.

**2019-2020 Baker County
Educational Leaders' Responsibility Schedule**

FYE June 30, 2020

Superintendent	2.00% through year 16
Associate Superintendent for Personnel Services	13,000.00
Executive Director for Support Services	13,000.00
Executive Director for Teaching and Learning	13,000.00
Director of Accountability and Special Programs	11,000.00
Director of Student Services & ESE	11,000.00
Director of Vocational, Adult & Community Education	11,000.00
Director of Facilities & Maintenance	11,000.00
Director of Operations & Auxiliary Services	11,000.00
Director of Transportation & Property Control	11,000.00
Director of Nutrition Services, Purchasing & Warehousing	11,000.00
High School Principal	11,000.00
Middle School Principal	11,000.00
Keller Intermediate School Principal	10,500.00
Macclenny Elementary School, Westside Elementary School, Pre-K Kindergarten Center and Alternative School Principals (6)	10,000.00
Coordinator of Community Education	8,000.00
High School Vice Principal, Middle School Vice Principal	8,500.00
Keller Intermediate School Assistant Principal	6,500.00
Assistant Principals: High School (2), Middle School (2), Westside Elementary (1), Macclenny Elementary (1), and Pre-K Kindergarten Center (1)	6,000.00
Health Service Specialist	4,500.00
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, 2020

Years	Bachelors	Masters	Specialist	Doctorate
0	36,250	38,950	39,950	41,150
1	36,800	39,500	40,500	41,700
2	37,350	40,050	41,050	42,250
3	37,900	40,600	41,600	42,800
4	38,450	41,150	42,150	43,350
5	39,025	41,725	42,725	43,925
6	39,625	42,325	43,325	44,525
7	40,325	43,025	44,025	45,225
8	41,025	43,725	44,725	45,925
9	41,725	44,425	45,425	46,625
10	42,425	45,125	46,125	47,325
11	43,225	45,925	46,925	48,125
12	44,025	46,725	47,725	48,925
13	45,025	47,725	48,725	49,925
14	46,025	48,725	49,725	50,925
15	47,025	49,725	50,725	51,925
16	48,025	50,725	51,725	52,925
17	49,025	51,725	52,725	53,925
18	50,025	52,725	53,725	54,925
19	51,025	53,725	54,725	55,925
20	52,025	54,725	55,725	56,925
21	53,025	55,725	56,725	57,925
22	54,050	56,750	57,750	58,950
23	55,075	57,775	58,775	59,975
24	56,100	58,800	59,800	61,000
25	57,125	59,825	60,825	62,025

Baker County School Board
Performance Pay Teacher Salary Schedule: 197 Day Contract*
FYE June 30, 2020

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	\$ 36,250
1	\$ 36,800
2	\$ 37,350
3	\$ 37,900
H.E.	(+551.00)
EFF.	(+550.75)

Step	Placement II
4	\$ 38,450
H.E.	(+576.00)
EFF.	(+575.75)

Step	Placement III
5	\$ 39,025
H.E.	(+601.00)
EFF.	(+600.75)

Step	Placement IV
6	\$ 39,625
7	\$ 40,325
8	\$ 41,025
9	\$ 41,725
H.E.	(+701.00)
EFF.	(+700.75)

Step	Placement V
10	\$ 42,425
11	\$ 43,225
H.E.	(+801.00)
EFF.	(+800.75)

Step	Placement VI
12	\$ 44,025
13	\$ 45,025
14	\$ 46,025
15	\$ 47,025
16	\$ 48,025
17	\$ 49,025
18	\$ 50,025
19	\$ 51,025
20	\$ 52,025
H.E.	(+1,001.00)
EFF.	(+1,000.75)

Step	Placement VII
21	\$ 53,025
22	\$ 54,050
23	\$ 55,075
24	\$ 56,100
25	\$ 57,125
H.E.	(+1,026.00)
EFF.	(+1,025.75)

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, 2020

Years	Bachelors	Masters	Specialist	Doctorate
0	39,746	42,707	43,803	45,119
1	40,349	43,310	44,406	45,722
2	40,952	43,913	45,009	46,325
3	41,555	44,516	45,612	46,928
4	42,158	45,119	46,215	47,531
5	42,789	45,749	46,846	48,161
6	43,447	46,407	47,504	48,819
7	44,214	47,175	48,271	49,587
8	44,982	47,942	49,039	50,354
9	45,749	48,710	49,806	51,122
10	46,517	49,477	50,574	51,889
11	47,394	50,354	51,451	52,766
12	48,271	51,231	52,328	53,644
13	49,368	52,328	53,424	54,740
14	50,464	53,424	54,521	55,837
15	51,560	54,521	55,617	56,933
16	52,657	55,617	56,714	58,029
17	53,753	56,714	57,810	59,126
18	54,850	57,810	58,907	60,222
19	55,946	58,907	60,003	61,319
20	57,043	60,003	61,099	62,415
21	58,139	61,099	62,196	63,512
22	59,263	62,223	63,320	64,636
23	60,387	63,347	64,444	65,759
24	61,511	64,471	65,568	66,883
25	62,635	65,595	66,691	68,007

Baker County School Board
Performance Pay Teacher Salary Schedule: 216 Day Contract*
FYE June 30, 2020

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	\$ 39,746
1	\$ 40,349
2	\$ 40,952
3	\$ 41,555
H.E.	(+604.00)
EFF.	(+603.75)

Step	Placement II
4	\$ 42,158
H.E.	(+632.00)
EFF.	(+631.75)

Step	Placement III
5	\$ 42,789
H.E.	(+659.00)
EFF.	(+658.75)

Step	Placement IV
6	\$ 43,447
7	\$ 44,214
8	\$ 44,982
9	\$ 45,749
H.E.	(+769.00)
EFF.	(+768.75)

Step	Placement V
10	\$ 46,517
11	\$ 47,394
H.E.	(+878.00)
EFF.	(+877.75)

Step	Placement VI
12	\$ 48,271
13	\$ 49,368
14	\$ 50,464
15	\$ 51,560
16	\$ 52,657
17	\$ 53,753
18	\$ 54,850
19	\$ 55,946
20	\$ 57,043
H.E.	(+1,097.00)
EFF.	(+1,096.75)

Step	Placement VII
21	\$ 58,139
22	\$ 59,263
23	\$ 60,387
24	\$ 61,511
25	\$ 62,635
H.E.	(+1,125.00)
EFF.	(+1,124.75)

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, 2020

Years	Bachelors	Masters	Specialist	Doctorate
0	44,162	47,452	48,670	50,132
1	44,832	48,122	49,340	50,802
2	45,503	48,792	50,010	51,472
3	46,173	49,462	50,680	52,142
4	46,843	50,132	51,350	52,812
5	47,543	50,832	52,051	53,513
6	48,274	51,563	52,782	54,244
7	49,127	52,416	53,635	55,096
8	49,980	53,269	54,487	55,949
9	50,832	54,122	55,340	56,802
10	51,685	54,975	56,193	57,655
11	52,660	55,949	57,168	58,629
12	53,635	56,924	58,142	59,604
13	54,853	58,142	59,360	60,822
14	56,071	59,360	60,579	62,041
15	57,289	60,579	61,797	63,259
16	58,508	61,797	63,015	64,477
17	59,726	63,015	64,234	65,695
18	60,944	64,234	65,452	66,914
19	62,162	65,452	66,670	68,132
20	63,381	66,670	67,888	69,350
21	64,599	67,888	69,107	70,569
22	65,848	69,137	70,355	71,817
23	67,096	70,386	71,604	73,066
24	68,345	71,635	72,853	74,315
25	69,594	72,883	74,102	75,563

Baker County School Board
Performance Pay Teacher Salary Schedule: 240 Day Contract*
FYE June 30, 2020

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	\$ 44,162	4	\$ 46,843	5	\$ 47,543	6	\$ 48,274	10	\$ 51,685	12	\$ 53,635	21	\$ 64,599
1	\$ 44,832	H.E.	(+701.00)	H.E.	(+732.00)	7	\$ 49,127	11	\$ 52,660	13	\$ 54,853	22	\$ 65,848
2	\$ 45,503	EFF.	(+700.75)	EFF.	(+731.75)	8	\$ 49,980	H.E.	(+976.00)	14	\$ 56,071	23	\$ 67,096
3	\$ 46,173					9	\$ 50,832	EFF.	(+975.75)	15	\$ 57,289	24	\$ 68,345
H.E.	(+671.00)					H.E.	(+854.00)			16	\$ 58,508	25	\$ 69,594
EFF.	(+670.75)					EFF.	(+853.75)			17	\$ 59,726	H.E.	(+1,250.00)
										18	\$ 60,944	EFF.	(+1,249.75)
										19	\$ 62,162		
										20	\$ 63,381		
										H.E.	(+1219.00)		
										EFF.	(+1,218.75)		

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, 2020

Years	Bachelors	Masters	Specialist	Doctorate
0	48,027	51,604	52,929	54,519
1	48,755	52,332	53,657	55,247
2	49,484	53,061	54,386	55,976
3	50,213	53,790	55,115	56,705
4	50,941	54,519	55,843	57,433
5	51,703	55,280	56,605	58,195
6	52,498	56,075	57,400	58,990
7	53,426	57,003	58,328	59,917
8	54,353	57,930	59,255	60,845
9	55,280	58,857	60,182	61,772
10	56,208	59,785	61,110	62,700
11	57,268	60,845	62,170	63,760
12	58,328	61,905	63,230	64,819
13	59,652	63,230	64,554	66,144
14	60,977	64,554	65,879	67,469
15	62,302	65,879	67,204	68,794
16	63,627	67,204	68,529	70,119
17	64,952	68,529	69,854	71,444
18	66,277	69,854	71,179	72,769
19	67,602	71,179	72,504	74,094
20	68,927	72,504	73,829	75,418
21	70,251	73,829	75,153	76,743
22	71,609	75,187	76,511	78,101
23	72,967	76,545	77,869	79,459
24	74,325	77,903	79,227	80,817
25	75,683	79,261	80,585	82,175

Baker County School Board
Performance Pay Teacher Salary Schedule: 261 Day Contract*
FYE June 30, 2020

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	\$ 48,027
1	\$ 48,755
2	\$ 49,484
3	\$ 50,213
H.E.	(+729.00)
EFF.	(+728.75)

Step	Placement II
4	\$ 50,941
H.E.	(+763.00)
EFF.	(+762.75)

Step	Placement III
5	\$ 51,703
H.E.	(+796.00)
EFF.	(+795.75)

Step	Placement IV
6	\$ 52,498
7	\$ 53,426
8	\$ 54,353
9	\$ 55,280
H.E.	(+929.00)
EFF.	(+928.75)

Step	Placement V
10	\$ 56,208
11	\$ 57,268
H.E.	(+1061.00)
EFF.	(+1060.75)

Step	Placement VI
12	\$ 58,328
13	\$ 59,652
14	\$ 60,977
15	\$ 62,302
16	\$ 63,627
17	\$ 64,952
18	\$ 66,277
19	\$ 67,602
20	\$ 68,927
H.E.	(+1,325.00)
EFF.	(+1,324.75)

Step	Placement VII
21	\$ 70,251
22	\$ 71,609
23	\$ 72,967
24	\$ 74,325
25	\$ 75,683
H.E.	(+1,359.00)
EFF.	(+1,358.75)

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, 2020

Years	Bachelors	Masters	Specialist	Doctorate
0	24.53	26.36	27.04	27.85
1	24.91	26.73	27.41	28.22
2	25.28	27.11	27.78	28.60
3	25.65	27.48	28.16	28.97
4	26.02	27.85	28.53	29.34
5	26.41	28.24	28.92	29.73
6	26.82	28.65	29.32	30.14
7	27.29	29.12	29.80	30.61
8	27.77	29.59	30.27	31.08
9	28.24	30.07	30.74	31.56
10	28.71	30.54	31.22	32.03
11	29.26	31.08	31.76	32.57
12	29.80	31.62	32.30	33.11
13	30.47	32.30	32.98	33.79
14	31.15	32.98	33.65	34.47
15	31.83	33.65	34.33	35.14
16	32.50	34.33	35.01	35.82
17	33.18	35.01	35.69	36.50
18	33.86	35.69	36.36	37.17
19	34.53	36.36	37.04	37.85
20	35.21	37.04	37.72	38.53
21	35.89	37.72	38.39	39.20
22	36.58	38.41	39.09	39.90
23	37.28	39.10	39.78	40.59
24	37.97	39.80	40.47	41.29
25	38.66	40.49	41.17	41.98

**Baker County School Board
2019-2020 PART-TIME TEACHING SALARY SCHEDULE**

FYE June 30, 2020

<u>DEGREE</u>	<u>TYPE OF CONTRACT</u>	<u>MINIMUM HOURLY RATE</u>
Bachelor's Degree	1 – 9	\$24.53
	10 – 14	28.71
	15 – Up	31.83
Master's Degree	1 – 9	26.36
	10 – 14	30.54
	15 – Up	33.65
Specialist Degree	1 – 9	27.04
	10 – 14	31.22
	15 – Up	34.33
Doctor's Degree	1 – 9	27.85
	10 – 14	32.03
	15 – Up	35.14

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 inservice 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 inservice and the like shall be paid at the step 0 hourly rate. The number of preparation hours will be predetermined and board approved.

**2019-2020 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS**

FYE June 30, 2020

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

**2019-2020 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS**

FYE June 30, 2020

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
Girls' Softball Coach (Slow Pitch) 1,545.00
Girls' Assistant Softball Coach (Slow Pitch) 1,030.00
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

**2019-2020 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS**

FYE June 30, 2020

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

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

**2019-2020 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS**

FYE June 30, 2020

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

**2019-2020 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS**

FYE June 30, 2020

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
Maccleenny 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

**2019-2020 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS**

FYE June 30, 2020

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
Southside Educational Center (2).....	300.00
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
Student Drop-Off/Pick Up Duty, Baker County Middle School	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.**
- ***** Longevity is for teachers who have completed 25 or more years of service as a teacher.**
- ***** Amount is to be divided by the total number of chairman at school.**
- ***** Supplements are paid solely from sponsor/booster funds.**

**2019-20 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
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

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
Macclenny 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 2019-20 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.

**INSTRUCTIONAL PERSONNEL
SALARY SCHEDULE GUIDELINES
2019-2020**

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)	75.00/Day
LPN Subbing for a Nurse	80.00/Day
Associate of Arts or Science	85.00/Day
Bachelor's Degree	100.00/Day
Master Degree or Higher	125.00/Day

**Baker County School District
Support Staff Salary Schedule**

FYE June 30, 2020

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

**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
 School Health Nurse/RN/Case Manager
 Salary Schedule
 197 Days and 186 Days
 FYE June 30, 2020

Years Experience	197 days Annual Contract Salary	197 days Masters Contract Salary	186 days Annual Contract Salary	186 days Masters Contract Salary
0	36,250	38,950	34,226	36,775
1	36,800	39,500	34,745	37,294
2	37,350	40,050	35,264	37,814
3	37,900	40,600	35,784	38,333
4	38,450	41,150	36,303	38,852
5	39,025	41,725	36,846	39,395
6	39,625	42,325	37,412	39,962
7	40,325	43,025	38,073	40,623
8	41,025	43,725	38,734	41,284
9	41,725	44,425	39,395	41,944
10	42,425	45,125	40,056	42,605
11	43,225	45,925	40,811	43,361
12	44,025	46,725	41,567	44,116
13	45,025	47,725	42,511	45,060
14	46,025	48,725	43,455	46,004
15	47,025	49,725	44,399	46,948
16	48,025	50,725	45,343	47,893
17	49,025	51,725	46,288	48,837
18	50,025	52,725	47,232	49,781
19	51,025	53,725	48,176	50,725
20	52,025	54,725	49,120	51,669
21	53,025	55,725	50,064	52,613
22	54,050	56,750	51,032	53,581
23	55,075	57,775	52,000	54,549
24	56,100	58,800	52,968	55,517
25	57,125	59,825	53,935	56,485

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, 2020

Years Experience	(Ex. Sec.) Annual Salary
0	40,819.31
1	41,112.82
2	41,406.36
3	42,055.66
4	42,349.20
5	42,820.61
6	43,292.03
7	43,585.55
8	43,879.09
9	44,172.60
10	44,732.98
11	46,206.60
12	46,500.14
13	46,793.65
14	47,087.19
15	47,380.70
16	47,674.24
17	47,967.75
18	49,131.15

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Secretary Salary Schedule - 261 Days and 240
FYE June 30, 2020

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	38,097.53	37,154.69	35,690.61	35,032.21	34,165.23	32,818.95
1	38,391.04	37,448.21	35,984.15	35,302.11	34,435.13	33,088.87
2	38,684.58	37,741.74	36,277.66	35,572.03	34,705.05	33,358.77
3	39,333.88	38,391.04	36,926.99	36,169.09	35,302.11	33,955.85
4	39,627.42	38,684.58	37,220.50	36,439.00	35,572.03	34,225.75
5	40,098.83	39,155.99	37,691.93	36,872.49	36,005.51	34,659.25
6	40,570.26	39,627.42	38,163.34	37,305.98	36,439.00	35,092.73
7	40,863.77	39,920.93	38,456.87	37,575.88	36,708.90	35,362.64
8	41,157.31	40,214.47	38,750.39	37,845.80	36,978.82	35,632.54
9	41,450.82	40,507.98	39,043.92	38,115.70	37,248.72	35,902.46
10	42,011.20	41,068.36	39,604.28	38,630.99	37,764.01	36,417.73
11	43,484.82	42,541.99	41,077.93	39,986.04	39,119.07	37,772.81
12	43,778.36	42,835.52	41,371.44	40,255.96	39,388.98	38,042.71
13	44,071.87	43,129.04	41,664.98	40,525.86	39,658.88	38,312.62
14	44,365.41	43,422.57	41,958.49	40,795.78	39,928.80	38,582.52
15	44,658.92	43,716.09	42,252.03	41,065.68	40,198.70	38,852.44
16	44,952.46	44,009.62	42,545.54	41,335.59	40,468.62	39,122.34
17	45,245.97	44,303.14	42,839.08	41,605.49	40,738.52	39,392.25
18	46,383.14	45,431.21	43,953.02	42,651.16	41,775.83	40,416.57

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, 2020

	(Fin I)	(Fin II)	(Fin I)	(Fin II)	(Fin I)	(Fin II)
Years	261 Days	261 Days	240 Days	240 Days	206 Days	206 Days
Experience	Annual	Annual	Annual	Annual	Annual	Annual
	Salary	Salary	Salary	Salary	Salary	Salary
0	40,819.31	38,097.53	37,535.00	35,032.21	32,217.54	30,069.31
1	41,112.82	38,391.04	37,804.90	35,302.11	32,449.20	30,300.98
2	41,406.36	38,684.58	38,074.81	35,572.03	32,680.88	30,532.66
3	42,055.66	39,333.88	38,671.87	36,169.09	33,193.36	31,045.13
4	42,349.20	39,627.42	38,941.79	36,439.00	33,425.04	31,276.81
5	42,820.61	40,098.83	39,375.27	36,872.49	33,797.11	31,648.88
6	43,292.03	40,570.26	39,808.77	37,305.98	34,169.19	32,020.97
7	43,585.55	40,863.77	40,078.67	37,575.88	34,400.86	32,252.63
8	43,879.09	41,157.31	40,348.58	37,845.80	34,632.53	32,484.31
9	44,172.60	41,450.82	40,618.48	38,115.70	34,864.20	32,715.97
10	44,732.98	42,011.20	41,133.77	38,630.99	35,306.49	33,158.26
11	46,206.60	43,484.82	42,488.83	39,986.04	36,469.58	34,321.36
12	46,500.14	43,778.36	42,758.75	40,255.96	36,701.26	34,553.03
13	46,793.65	44,071.87	43,028.65	40,525.86	36,932.92	34,784.70
14	47,087.19	44,365.41	43,298.56	40,795.78	37,164.60	35,016.38
15	47,380.70	46,437.87	43,568.46	42,701.49	37,396.26	36,652.11
16	47,674.24	46,731.40	43,838.38	42,971.40	37,627.94	36,883.79
17	47,967.75	47,024.92	44,108.28	43,241.30	37,859.61	37,115.45
18	49,131.15	48,179.22	45,178.07	44,302.73	38,777.84	38,026.51

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, 2020

Years Experience	(Fin I) 240 Days 3.5 Hours per Day Annual Salary	(Fin II) 240 Days Hours per Day Annual Salary
0	17,516.33	16,348.36
1	17,516.33	16,348.36
2	17,642.28	16,474.32
3	17,642.28	16,474.32
4	17,768.25	16,600.28
5	17,768.25	16,600.28
6	18,046.87	16,878.91
7	18,046.87	16,878.91
8	18,172.84	17,004.87
9	18,172.84	17,004.87
10	18,375.13	17,207.16
11	18,375.13	17,207.16
12	18,577.42	17,409.46
13	18,577.42	17,409.46
14	18,703.38	17,535.41
15	18,703.38	17,535.41
16	18,829.34	17,661.37
17	18,829.34	17,661.37
18	18,955.29	17,787.33
19	18,955.29	17,787.33
20	19,195.76	18,027.79
21	19,195.76	18,027.79
22	19,828.12	18,660.15
23	19,828.12	18,660.15
24	19,954.08	18,786.12
25	19,954.08	18,786.12
26	20,080.04	18,912.07
27	20,080.04	18,912.07
28	20,206.00	19,038.03
29	20,206.00	19,038.03
30	20,331.95	19,927.36
31	20,331.95	19,927.36
32	20,457.91	20,053.32
33	20,457.91	20,053.32
34	20,583.86	20,179.27
35	20,583.86	20,179.27
36	21,083.10	20,674.61

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
2019-2020**

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
Salary Schedule
FYE June 30, 2020

Years Experience	Salary 261 - Days
0	36,142.04
1	36,439.19
2	36,773.49
3	37,404.95
4	37,739.25
5	38,222.12
6	38,734.32
7	39,031.46
8	39,291.47
9	39,625.77
10	40,182.94
11	41,697.35
12	41,994.51
13	42,291.65
14	42,625.95
15	42,923.12
16	43,257.40
17	43,554.56
18	44,679.08

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, 2020

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	261 Days Per Year Salary
0	14.07	22,786.66	14.04	25,276.55	14.03	27,455.21	14.03	18,303.47
1	14.34	23,231.13	14.32	25,770.41	14.30	27,992.28	14.30	18,661.52
2	14.48	23,465.06	14.46	26,030.33	14.44	28,274.95	14.44	18,849.96
3	14.77	23,932.93	14.75	26,550.18	14.73	28,840.28	14.73	19,226.85
4	14.90	24,143.47	14.88	26,784.11	14.86	29,094.68	14.86	19,396.46
5	15.12	24,494.36	15.10	27,174.00	15.08	29,518.68	15.08	19,679.12
6	15.28	24,751.69	15.26	27,459.92	15.24	29,829.62	15.24	19,886.41
7	15.39	24,938.84	15.37	27,667.86	15.35	30,055.75	15.35	20,037.17
8	15.54	25,172.77	15.52	27,927.78	15.50	30,338.42	15.50	20,225.61
9	15.67	25,383.31	15.65	28,161.72	15.63	30,592.82	15.63	20,395.22
10	15.90	25,757.60	15.88	28,577.59	15.86	31,045.09	15.86	20,696.73
11	18.28	29,619.16	18.24	32,830.84	18.26	35,744.57	18.26	23,829.71

School Secretary/Clerical Assistant to Teachers

Years Experience	Per Hour	216 Days Per Year Salary
0	13.17	21,327.74
1	13.43	21,748.81
2	13.56	21,959.35
3	13.86	22,450.61
4	14.00	22,684.54
5	14.20	23,012.05
6	14.35	23,245.98
7	14.46	23,433.12
8	14.59	23,643.66
9	14.75	23,900.99
10	15.01	24,322.07
11	17.34	28,094.60

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Instructional Assistants
Salary Schedule
FYE June 30, 2020

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	Aide 186 5 Hr/Day	Per Hour	Aide 197 Salary	Per Hour	Aide 240 Salary
0	13.13	18,413.73	13.10	20,246.27	13.09	21,210.77	13.13	12,210.17	13.12	19,382.38	13.09	23,567.52
1	13.40	18,798.52	13.38	20,670.17	13.37	21,855.24	13.40	12,465.33	13.39	19,787.75	13.37	24,061.38
2	13.55	19,001.05	13.52	20,893.27	13.51	21,889.17	13.55	12,599.63	13.54	20,001.10	13.51	24,321.30
3	13.85	19,426.35	13.83	21,361.78	13.82	22,380.43	13.85	12,881.64	13.84	20,449.15	13.82	24,867.14
4	14.00	19,628.87	13.97	21,584.88	13.96	22,614.36	14.00	13,015.94	13.98	20,662.50	13.96	25,127.07
5	14.21	19,932.66	14.19	21,919.54	14.18	22,965.26	14.21	13,217.38	14.20	20,982.54	14.18	25,516.96
6	14.36	20,135.19	14.33	22,142.64	14.32	23,199.19	14.36	13,351.67	14.35	21,195.89	14.32	25,776.88
7	14.49	20,317.46	14.46	22,343.43	14.45	23,409.73	14.49	13,472.54	14.48	21,387.91	14.45	26,010.81
8	14.60	20,479.48	14.58	22,521.91	14.57	23,596.88	14.60	13,579.97	14.59	21,558.59	14.57	26,218.75
9	14.78	20,722.51	14.75	22,789.63	14.74	23,877.60	14.78	13,741.13	14.76	21,814.62	14.74	26,530.66
10	15.04	21,087.05	15.01	23,191.22	15.00	24,298.67	15.04	13,982.86	15.02	22,198.66	15.00	26,998.53
11	17.49	24,528.15	17.44	26,947.77	17.42	28,221.25	17.49	16,264.65	17.48	25,823.77	17.42	31,356.94

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Instructional Assistants - Part-Time
Salary Schedule
FYE June 30, 2020

Aide 187 - 4 hours, 748 hours

Full Time Years Experience	Part Time Years Experience	Per Hour	Aide 187 4 Hr/Day
0	0	13.13	9,820.65
0	1	13.13	9,820.65
1	2	13.40	10,025.88
1	3	13.40	10,025.88
2	4	13.55	10,133.89
2	5	13.55	10,133.89
3	6	13.85	10,360.72
3	7	13.85	10,360.72
4	8	14.00	10,468.73
4	9	14.00	10,468.73
5	10	14.21	10,630.75
5	11	14.21	10,630.75
6	12	14.36	10,738.77
6	13	14.36	10,738.77
7	14	14.49	10,835.98
7	15	14.49	10,835.98
8	16	14.60	10,922.39
8	17	14.60	10,922.39
9	18	14.78	11,052.00
9	19	14.78	11,052.00
10	20	15.04	11,246.43
10	21	15.04	11,246.43
11	22	17.49	13,081.68
11	23	17.49	13,081.68

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, 2020

Years Experience	Per Hour	CDA 197 Salary	Per Hour	CDA 240 Salary
0	16.57	24,477.40	16.52	29,737.76
1	16.86	24,904.11	16.81	30,257.61
2	17.17	25,373.49	17.13	30,829.44
3	17.46	25,800.20	17.42	31,349.29
4	17.78	26,269.58	17.73	31,921.13
5	18.07	26,696.29	18.02	32,440.98
6	18.37	27,144.34	18.33	32,986.82
7	18.68	27,592.38	18.63	33,532.66
8	18.98	28,040.43	18.93	34,078.50
9	19.28	28,488.47	19.24	34,624.34
10	19.58	28,936.52	19.54	35,170.19
11	22.40	33,101.91	22.32	40,171.35

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Bus Garage Shop Manager - Maintenance Foreman/Inventory Manager
Salary Schedule
12 Month Employee
FYE June 30, 2020

Years Experience	Per Year Salary
0	53,870.40
1	54,241.84
2	54,576.14
3	55,319.02
4	55,690.48
5	56,210.49
6	56,759.82
7	57,094.12
8	57,465.56
9	57,837.00
10	58,468.46
11	61,489.92

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, 2020
 (12 Months, 8 hours, 261 days = 2088 hours)

Heating, Cooling, Electrical Maintenance

Years Experience	Per Hour	Per Year Salary
0	16.46	34,375.08
1	16.80	35,068.56
2	16.94	35,370.07
3	17.24	36,003.25
4	17.36	36,244.46
5	17.60	36,757.03
6	17.73	37,028.39
7	17.88	37,329.90
8	18.02	37,631.42
9	18.14	37,872.63
10	18.41	38,445.50
11	20.98	43,812.95

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.

Heating, Cooling, Electrical (Journeyman)
 Safety Inspector

Years Experience	Per Hour	Per Year Salary
0	18.71	39,072.70
1	19.03	39,742.47
2	19.15	39,986.02
3	19.49	40,686.23
4	19.63	40,990.67
5	19.84	41,416.89
6	20.00	41,751.77
7	20.11	41,995.33
8	20.27	42,330.21
9	20.40	42,604.21
10	20.68	43,182.64
11	23.42	48,893.27

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
 Maintenance Department (Journeyman), Transportation Mechanic (Journeyman)
 Maintenance I, Mechanic II, Warehouse/Inventory Clerk
 Salary Schedule
 FYE June 30, 2020
 (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	17.64	36,832.71	31,752.33
1	17.93	37,441.59	32,277.23
2	18.08	37,746.03	32,539.68
3	18.38	38,385.35	33,090.82
4	18.53	38,689.79	33,353.27
5	18.76	39,176.89	33,773.18
6	18.89	39,450.89	34,009.39
7	19.04	39,755.33	34,271.83
8	19.17	40,029.32	34,508.04
9	19.30	40,303.32	34,744.24
10	19.58	40,881.76	35,242.89
11	22.19	46,326.43	39,936.58

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	13.92	29,068.46	25,059.02
1	14.21	29,671.48	25,578.87
2	14.35	29,973.00	25,838.79
3	14.67	30,636.33	26,410.63
4	14.80	30,907.69	26,644.56
5	15.02	31,359.96	27,034.44
6	15.15	31,631.32	27,268.38
7	15.29	31,932.83	27,528.30
8	15.42	32,204.19	27,762.23
9	15.57	32,505.70	28,022.16
10	15.83	33,048.43	28,490.02
11	18.14	37,871.04	32,647.45

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
 Apprenticeship Salary Schedule
 FYE June 30, 2020
 (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	10.48	21,892.46	10.50 20,161.38
1	10.73	22,405.03	10.75 20,632.71
2	10.90	22,766.85	10.92 20,965.42
3	11.13	23,249.27	11.15 21,409.02
4	11.37	23,731.69	11.38 21,852.63
5	11.63	24,274.41	11.64 22,351.68
6	11.86	24,756.83	11.87 22,795.29
7	12.32	25,721.67	12.33 23,682.49
8	12.80	26,716.66	12.81 24,597.43
9	13.27	27,711.65	13.29 25,512.36
10	13.75	28,706.64	13.76 26,427.30
11	16.03	33,463.57	16.01 30,733.37

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

School Bus Driver

Salary Schedule

FYE June 30, 2020

(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	14.07	14,395.36	0	13.96	20,767.05
1	14.45	14,779.44	1	14.33	21,325.72
2	14.63	14,971.48	2	14.52	21,605.05
3	15.08	15,429.42	3	14.97	22,271.15
4	15.33	15,680.55	4	15.21	22,636.43
5	15.67	16,035.09	5	15.56	23,152.12
6	15.88	16,241.90	6	15.76	23,452.94
7	16.08	16,448.72	7	15.96	23,753.76
8	16.32	16,699.85	8	16.21	24,119.04
9	16.51	16,891.89	9	16.40	24,398.37
10	16.93	17,320.29	10	16.82	25,021.50
11	19.95	20,409.06	11	19.73	29,361.35

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 year's 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, 2020

Years Experience	Per Hour	8 Hr Day Per Year Salary	Per Hour	5.5 Hr Day Per Year Salary
0	10.47	15,584.71	10.59	10,832.50
1	10.65	15,842.56	10.76	11,009.77
2	10.82	16,100.40	10.94	11,187.04
3	10.99	16,358.25	11.11	11,364.30
4	11.20	16,659.07	11.31	11,571.12
5	11.38	16,938.40	11.50	11,763.16
6	11.57	17,217.73	11.69	11,955.20
7	11.79	17,540.04	11.90	12,176.78
8	11.99	17,840.86	12.11	12,383.60
9	12.19	18,141.68	12.31	12,590.41
10	12.39	18,442.50	12.51	12,797.22
11	13.87	20,643.08	14.09	14,415.24

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), (240), & (197)
 Salary Schedule
 FYE June 30, 2020

(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	261 - Days 5.5 Hrs/Day Salary
0	13.14	27,440.29	13.15	25,256.59	13.20	20,804.24	18,865.20
1	13.40	27,983.01	13.41	25,755.65	13.46	21,213.88	19,238.32
2	13.55	28,284.53	13.56	26,032.90	13.60	21,441.46	19,445.61
3	13.88	28,978.01	13.89	26,670.58	13.94	21,964.89	19,922.38
4	13.99	29,219.22	14.01	26,892.38	14.05	22,146.95	20,088.21
5	14.24	29,731.79	14.25	27,363.71	14.30	22,533.83	20,440.60
6	14.35	29,973.00	14.37	27,585.51	14.41	22,715.89	20,606.44
7	14.48	30,244.36	14.50	27,835.04	14.54	22,920.72	20,793.00
8	14.66	30,606.17	14.67	28,167.75	14.72	23,193.81	21,041.74
9	14.77	30,847.38	14.79	28,389.55	14.83	23,375.87	21,207.58
10	15.03	31,390.11	15.05	28,888.60	15.09	23,785.51	21,580.70
11	17.28	36,075.40	17.29	33,196.92	17.34	27,326.29	24,801.84

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Substitute Custodian - \$8.71 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, 2020
(12 Months, 4 Hours, 261 days=1044 hours)

Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	13.14	13,720.15
0	1	13.14	13,720.15
1	2	13.40	13,991.51
1	3	13.40	13,991.51
2	4	13.55	14,142.26
2	5	13.55	14,142.26
3	6	13.88	14,489.00
3	7	13.88	14,489.00
4	8	13.99	14,609.61
4	9	13.99	14,609.61
5	10	14.24	14,865.89
5	11	14.24	14,865.89
6	12	14.35	14,986.50
6	13	14.35	14,986.50
7	14	14.48	15,122.18
7	15	14.48	15,122.18
8	16	14.66	15,303.09
8	17	14.66	15,303.09
9	18	14.77	15,423.69
9	19	14.77	15,423.69
10	20	15.03	15,695.05
10	21	15.03	15,695.05
11	22	17.28	18,037.70
11	23	17.28	18,037.70

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, 2020

Years Experience	Per Hour	Per Year Salary 7.5 Hours	Per Year Salary 8.0 Hours**
0	14.71	21,291.68	14.69 22,685.95
1	14.80	21,417.09	14.78 22,819.72
2	14.91	21,584.31	14.90 22,998.09
3	15.16	21,939.65	15.14 23,377.11
4	15.29	22,127.77	15.27 23,577.78
5	15.45	22,357.69	15.43 23,823.03
6	15.53	22,483.10	15.52 23,956.80
7	15.65	22,650.32	15.63 24,135.17
8	15.75	22,796.64	15.73 24,291.24
9	15.84	22,922.05	15.82 24,425.01
10	15.97	23,110.17	15.95 24,625.68
11	18.25	26,423.89	18.22 28,137.88

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Nutrition Services Manager - Refer to Table 1.

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, 2020
(7 Hours, 191 Days - 1337 Hours)

Years Experience	Per Hour	Per Year Salary
0	13.00	17,378.33
1	13.14	17,571.40
2	13.29	17,764.47
3	13.94	18,633.26
4	14.07	18,807.02
5	14.13	18,896.23
6	14.20	18,980.78
7	14.31	19,135.24
8	14.38	19,224.44
9	14.46	19,328.30
10	14.57	19,482.75
11	16.72	22,349.80

Nutrition Service Substitutes - \$8.71 per hour

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Nutrition Service Assistants
Salary Schedule
FYE June 30, 2020
(3 Hours, 186 Days - 558 Hours; 4 Hours, 186 Days, 744 hours)

3 Hour Nutrition Services Assistant

Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	13.00	7,252.89
0	1	13.00	7,252.89
1	2	13.14	7,333.46
1	3	13.14	7,333.46
2	4	13.29	7,414.04
2	5	13.29	7,414.04
3	6	13.94	7,776.63
3	7	13.94	7,776.63
4	8	14.07	7,849.15
4	9	14.07	7,849.15
5	10	14.13	7,886.38
5	11	14.13	7,886.38
6	12	14.20	7,921.67
6	13	14.20	7,921.67
7	14	14.31	7,986.13
7	15	14.31	7,986.13
8	16	14.38	8,023.37
8	17	14.38	8,023.37
9	18	14.46	8,066.71
9	19	14.46	8,066.71
10	20	14.57	8,131.17
10	21	14.57	8,131.17
11	22	16.72	9,327.74
11	23	16.72	9,327.74

4 Hour Nutrition Services Assistant

Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	13.00	9,670.52
0	1	13.00	9,670.52
1	2	13.14	9,777.95
1	3	13.14	9,777.95
2	4	13.29	9,885.39
2	5	13.29	9,885.39
3	6	13.94	10,368.85
3	7	13.94	10,368.85
4	8	14.07	10,465.54
4	9	14.07	10,465.54
5	10	14.13	10,515.18
5	11	14.13	10,515.18
6	12	14.20	10,562.23
6	13	14.20	10,562.23
7	14	14.31	10,648.18
7	15	14.31	10,648.18
8	16	14.38	10,697.82
8	17	14.38	10,697.82
9	18	14.46	10,755.61
9	19	14.46	10,755.61
10	20	14.57	10,841.56
10	21	14.57	10,841.56
11	22	16.72	12,436.99
11	23	16.72	12,436.99

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**

2019-2020

PART-TIME, TEMPORARY, EXTRA-DUTY

**Skilled laborers working on a specific
maintenance project for a limited time\$13.00 per hour**

Part-time clerical/typing\$ 8.71 per hour

**Adults working on school board projects
for a limited time\$ 8.71 per hour**

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

**For work performed beyond the normal \$9.50 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)\$15.25 per hour

Assistant (181 days).....\$11.25 per hour