

PRESENTED AND APPROVED
IN OPEN BOARD MEETING
DATE 9/17/18
MIN. BK# 38
MIN PK PAGE# _____

BAKER COUNTY DISTRICT SCHOOL BOARD

SALARY SCHEDULES

2018-2019

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Baker County School Board
Grandfather Educational Leader Salary Schedule: 240 Day Contract
FYE June 30, 2019

Years	Bachelors	Masters	Specialist	Doctorate
0	43,675	46,964	48,183	49,645
1	44,345	47,635	48,853	50,315
2	45,015	48,305	49,523	50,985
3	45,685	48,975	50,193	51,655
4	46,355	49,645	50,863	52,325
5	47,056	50,345	51,563	53,025
6	47,787	51,076	52,294	53,756
7	48,640	51,929	53,147	54,609
8	49,492	52,782	54,000	55,462
9	50,345	53,635	54,853	56,315
10	51,198	54,487	55,706	57,168
11	52,173	55,462	56,680	58,142
12	53,147	56,437	57,655	59,117
13	54,365	57,655	58,873	60,335
14	55,584	58,873	60,091	61,553
15	56,802	60,091	61,310	62,772
16	58,020	61,310	62,528	63,990
17	59,239	62,528	63,746	65,208
18	60,457	63,746	64,964	66,426
19	61,675	64,964	66,183	67,645
20	62,893	66,183	67,401	68,863
21	64,112	67,401	68,619	70,081
22	65,360	68,650	69,868	71,330
23	66,609	69,898	71,117	72,579
24	67,858	71,147	72,365	73,827
25	69,107	72,396	73,614	75,076

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	\$ 43,675	4	\$ 46,355	5	\$ 47,056	6	\$ 47,787	10	\$ 51,198	12	\$ 53,147	21	\$ 64,112
1	\$ 44,345	H.E.	(+702.00)	H.E.	(+732.00)	7	\$ 48,640	11	\$ 52,173	13	\$ 54,365	22	\$ 65,360
2	\$ 45,015	EFF.	(+701.75)	EFF.	(+731.75)	8	\$ 49,492	H.E.	(+976.00)	14	\$ 55,584	23	\$ 66,609
3	\$ 45,685					9	\$ 50,345	EFF.	(+975.75)	15	\$ 56,802	24	\$ 67,858
H.E.	(+671.00)					H.E.	(+854.00)			16	\$ 58,020	25	\$ 69,107
EFF.	(+670.75)					EFF.	(+853.75)			17	\$ 59,239	H.E.	(+1,250.00)
										18	\$ 60,457	EFF.	(+1,249.75)
										19	\$ 61,675		
										20	\$ 62,893		
										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 \$7,188
*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, 2019

Years	Bachelors	Masters	Specialist	Doctorate
0	47,497	51,074	52,399	53,989
1	48,225	51,803	53,127	54,717
2	48,954	52,531	53,856	55,446
3	49,683	53,260	54,585	56,175
4	50,411	53,989	55,313	56,903
5	51,173	54,750	56,075	57,665
6	51,968	55,545	56,870	58,460
7	52,896	56,473	57,798	59,387
8	53,823	57,400	58,725	60,315
9	54,750	58,328	59,652	61,242
10	55,678	59,255	60,580	62,170
11	56,738	60,315	61,640	63,230
12	57,798	61,375	62,700	64,289
13	59,122	62,700	64,024	65,614
14	60,447	64,024	65,349	66,939
15	61,772	65,349	66,674	68,264
16	63,097	66,674	67,999	69,589
17	64,422	67,999	69,324	70,914
18	65,747	69,324	70,649	72,239
19	67,072	70,649	71,974	73,564
20	68,397	71,974	73,299	74,888
21	69,721	73,299	74,623	76,213
22	71,079	74,657	75,981	77,571
23	72,437	76,015	77,339	78,929
24	73,795	77,373	78,697	80,287
25	75,153	78,731	80,055	81,645

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	\$ 47,497	4	\$ 50,411	5	\$ 51,173	6	\$ 51,968	10	\$ 55,678	12	\$ 57,798	21	\$ 69,721
1	\$ 48,225	H.E.	(+762.00)	H.E.	(+796.00)	7	\$ 52,896	11	\$ 56,738	13	\$ 59,122	22	\$ 71,079
2	\$ 48,954	EFF.	(+761.75)	EFF.	(+795.75)	8	\$ 53,823	H.E.	(+1061.00)	14	\$ 60,447	23	\$ 72,437
3	\$ 49,683					9	\$ 54,750	EFF.	(+1060.75)	15	\$ 61,772	24	\$ 73,795
H.E.	(+730.00)						(+928.00)			16	\$ 63,097	25	\$ 75,153
EFF.	(+729.75)						(+927.75)			17	\$ 64,422	H.E.	(+1,359.00)
										18	\$ 65,747	EFF.	(+1,358.75)
										19	\$ 67,072		
										20	\$ 68,397		
										H.E.	(+1,326.00)		
										EFF.	(+1,325.75)		

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

Longevity Supplement at step 25 or above in the amount of \$7,817
*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.

**2018-2019 Baker County
Educational Leaders' Responsibility Schedule**

FYE June 30, 2019

Superintendent	2.00% through year 16
Associate Superintendent for Personnel Services	12,000.00
Executive Director for Support Services	12,000.00
Executive Director for Teaching and Learning	12,000.00
Director of Accountability and Special Programs	10,000.00
Director of Student Services & ESE	10,000.00
Director of Vocational, Adult & Community Education	10,000.00
Director of Facilities & Maintenance	10,000.00
Director of Operations & Auxiliary Services	10,000.00
Director of Transportation & Property Control	10,000.00
Director of Nutrition Services, Purchasing & Warehousing	10,000.00
High School Principal	10,000.00
Middle School Principal	10,000.00
Keller Intermediate School Principal	9,500.00
Macclenny Elementary School, Westside Elementary School, Pre-K Kindergarten Center and Alternative School Principals (6)	9,000.00
Coordinator of Community Education	7,000.00
High School Vice Principal, Middle School Vice Principal	7,500.00
Keller Intermediate School Assistant Principal	5,500.00
Assistant Principals: High School (2), Middle School (2), Westside Elementary (1), Macclenny Elementary (1), and Pre-K Kindergarten Center (1)	5,000.00
Health Service Specialist	3,500.00
Longevity for 240-Day Administrators who have 25 years or more of teaching/administrative service	7,188.00
Longevity for 261-Day Administrators who have 25 years or more of teaching/administrative service	7,817.00

Baker County School Board
Grandfather Teacher Salary Schedule: 197 Day Contract
FYE June 30, 2019

Years	Bachelors	Masters	Specialist	Doctorate
0	35,850	38,550	39,550	40,750
1	36,400	39,100	40,100	41,300
2	36,950	39,650	40,650	41,850
3	37,500	40,200	41,200	42,400
4	38,050	40,750	41,750	42,950
5	38,625	41,325	42,325	43,525
6	39,225	41,925	42,925	44,125
7	39,925	42,625	43,625	44,825
8	40,625	43,325	44,325	45,525
9	41,325	44,025	45,025	46,225
10	42,025	44,725	45,725	46,925
11	42,825	45,525	46,525	47,725
12	43,625	46,325	47,325	48,525
13	44,625	47,325	48,325	49,525
14	45,625	48,325	49,325	50,525
15	46,625	49,325	50,325	51,525
16	47,625	50,325	51,325	52,525
17	48,625	51,325	52,325	53,525
18	49,625	52,325	53,325	54,525
19	50,625	53,325	54,325	55,525
20	51,625	54,325	55,325	56,525
21	52,625	55,325	56,325	57,525
22	53,650	56,350	57,350	58,550
23	54,675	57,375	58,375	59,575
24	55,700	58,400	59,400	60,600
25	56,725	59,425	60,425	61,625

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	\$ 35,850
1	\$ 36,400
2	\$ 36,950
3	\$ 37,500
H.E.	(+551.00)
EFF.	(+550.75)

Step	Placement II
4	\$ 38,050
H.E.	(+576.00)
EFF.	(+575.75)

Step	Placement III
5	\$ 38,625
H.E.	(+601.00)
EFF.	(+600.75)

Step	Placement IV
6	\$ 39,225
7	\$ 39,925
8	\$ 40,625
9	\$ 41,325
H.E.	(+701.00)
EFF.	(+700.75)

Step	Placement V
10	\$ 42,025
11	\$ 42,825
H.E.	(+801.00)
EFF.	(+800.75)

Step	Placement VI
12	\$ 43,625
13	\$ 44,625
14	\$ 45,625
15	\$ 46,625
16	\$ 47,625
17	\$ 48,625
18	\$ 49,625
19	\$ 50,625
20	\$ 51,625
H.E.	(+1,001.00)
EFF.	(+1,000.75)

Step	Placement VII
21	\$ 52,625
22	\$ 53,650
23	\$ 54,675
24	\$ 55,700
25	\$ 56,725
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 \$5,900
*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, 2019

Years	Bachelors	Masters	Specialist	Doctorate
0	39,308	42,268	43,364	44,680
1	39,911	42,871	43,968	45,283
2	40,514	43,474	44,571	45,886
3	41,117	44,077	45,174	46,489
4	41,720	44,680	45,777	47,092
5	42,350	45,311	46,407	47,723
6	43,008	45,969	47,065	48,381
7	43,776	46,736	47,832	49,148
8	44,543	47,504	48,600	49,916
9	45,311	48,271	49,368	50,683
10	46,078	49,039	50,135	51,451
11	46,955	49,916	51,012	52,328
12	47,832	50,793	51,889	53,205
13	48,929	51,889	52,986	54,302
14	50,025	52,986	54,082	55,398
15	51,122	54,082	55,179	56,494
16	52,218	55,179	56,275	57,591
17	53,315	56,275	57,372	58,687
18	54,411	57,372	58,468	59,784
19	55,508	58,468	59,564	60,880
20	56,604	59,564	60,661	61,977
21	57,701	60,661	61,757	63,073
22	58,824	61,785	62,881	64,197
23	59,948	62,909	64,005	65,321
24	61,072	64,032	65,129	66,445
25	62,196	65,156	66,253	67,569

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	\$ 39,308
1	\$ 39,911
2	\$ 40,514
3	\$ 41,117
H.E.	(+604.00)
EFF.	(+603.75)

Step	Placement II
4	\$ 41,720
H.E.	(+631.00)
EFF.	(+630.75)

Step	Placement III
5	\$ 42,350
H.E.	(+659.00)
EFF.	(+658.75)

Step	Placement IV
6	\$ 43,008
7	\$ 43,776
8	\$ 44,543
9	\$ 45,311
H.E.	(+769.00)
EFF.	(+768.75)

Step	Placement V
10	\$ 46,078
11	\$ 46,955
H.E.	(+878.00)
EFF.	(+877.75)

Step	Placement VI
12	\$ 47,832
13	\$ 48,929
14	\$ 50,025
15	\$ 51,122
16	\$ 52,218
17	\$ 53,315
18	\$ 54,411
19	\$ 55,508
20	\$ 56,604
H.E.	(+1,097.00)
EFF.	(+1,096.75)

Step	Placement VII
21	\$ 57,701
22	\$ 58,824
23	\$ 59,948
24	\$ 61,072
25	\$ 62,196
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 \$6,469
*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, 2019

Years	Bachelors	Masters	Specialist	Doctorate
0	43,675	46,964	48,183	49,645
1	44,345	47,635	48,853	50,315
2	45,015	48,305	49,523	50,985
3	45,685	48,975	50,193	51,655
4	46,355	49,645	50,863	52,325
5	47,056	50,345	51,563	53,025
6	47,787	51,076	52,294	53,756
7	48,640	51,929	53,147	54,609
8	49,492	52,782	54,000	55,462
9	50,345	53,635	54,853	56,315
10	51,198	54,487	55,706	57,168
11	52,173	55,462	56,680	58,142
12	53,147	56,437	57,655	59,117
13	54,365	57,655	58,873	60,335
14	55,584	58,873	60,091	61,553
15	56,802	60,091	61,310	62,772
16	58,020	61,310	62,528	63,990
17	59,239	62,528	63,746	65,208
18	60,457	63,746	64,964	66,426
19	61,675	64,964	66,183	67,645
20	62,893	66,183	67,401	68,863
21	64,112	67,401	68,619	70,081
22	65,360	68,650	69,868	71,330
23	66,609	69,898	71,117	72,579
24	67,858	71,147	72,365	73,827
25	69,107	72,396	73,614	75,076

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	\$ 43,675
1	\$ 44,345
2	\$ 45,015
3	\$ 45,685
H.E.	(+671.00)
EFF.	(+670.75)

Step	Placement II
4	\$ 46,355
H.E.	(+702.00)
EFF.	(+701.75)

Step	Placement III
5	\$ 47,056
H.E.	(+732.00)
EFF.	(+731.75)

Step	Placement IV
6	\$ 47,787
7	\$ 48,640
8	\$ 49,492
9	\$ 50,345
H.E.	(+854.00)
EFF.	(+853.75)

Step	Placement V
10	\$ 51,198
11	\$ 52,173
H.E.	(+976.00)
EFF.	(+975.75)

Step	Placement VI
12	\$ 53,147
13	\$ 54,365
14	\$ 55,584
15	\$ 56,802
16	\$ 58,020
17	\$ 59,239
18	\$ 60,457
19	\$ 61,675
20	\$ 62,893
H.E.	(+1219.00)
EFF.	(+1,218.75)

Step	Placement VII
21	\$ 64,112
22	\$ 65,360
23	\$ 66,609
24	\$ 67,858
25	\$ 69,107
H.E.	(+1,250.00)
EFF.	(+1,249.75)

Advanced Degree Supplements

Masters: \$3,289

Specialist: \$4,508

Doctorate: \$5,970

Longevity Supplement at step 25 or above in the amount of \$7,188

* 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, 2019

Years	Bachelors	Masters	Specialist	Doctorate
0	47,497	51,074	52,399	53,989
1	48,225	51,803	53,127	54,717
2	48,954	52,531	53,856	55,446
3	49,683	53,260	54,585	56,175
4	50,411	53,989	55,313	56,903
5	51,173	54,750	56,075	57,665
6	51,968	55,545	56,870	58,460
7	52,896	56,473	57,798	59,387
8	53,823	57,400	58,725	60,315
9	54,750	58,328	59,652	61,242
10	55,678	59,255	60,580	62,170
11	56,738	60,315	61,640	63,230
12	57,798	61,375	62,700	64,289
13	59,122	62,700	64,024	65,614
14	60,447	64,024	65,349	66,939
15	61,772	65,349	66,674	68,264
16	63,097	66,674	67,999	69,589
17	64,422	67,999	69,324	70,914
18	65,747	69,324	70,649	72,239
19	67,072	70,649	71,974	73,564
20	68,397	71,974	73,299	74,888
21	69,721	73,299	74,623	76,213
22	71,079	74,657	75,981	77,571
23	72,437	76,015	77,339	78,929
24	73,795	77,373	78,697	80,287
25	75,153	78,731	80,055	81,645

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	\$ 47,497
1	\$ 48,225
2	\$ 48,954
3	\$ 49,683
H.E.	(+730.00)
EFF.	(+729.75)

Step	Placement II
4	\$ 50,411
H.E.	(+762.00)
EFF.	(+761.75)

Step	Placement III
5	\$ 51,173
H.E.	(+796.00)
EFF.	(+795.75)

Step	Placement IV
6	\$ 51,968
7	\$ 52,896
8	\$ 53,823
9	\$ 54,750
H.E.	(+928.00)
EFF.	(+927.75)

Step	Placement V
10	\$ 55,678
11	\$ 56,738
H.E.	(+1061.00)
EFF.	(+1060.75)

Step	Placement VI
12	\$ 57,798
13	\$ 59,122
14	\$ 60,447
15	\$ 61,772
16	\$ 63,097
17	\$ 64,422
18	\$ 65,747
19	\$ 67,072
20	\$ 68,397
H.E.	(+1,326.00)
EFF.	(+1,325.75)

Step	Placement VII
21	\$ 69,721
22	\$ 71,079
23	\$ 72,437
24	\$ 73,795
25	\$ 75,153
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 \$7,817
*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, 2019

Years	Bachelors	Masters	Specialist	Doctorate
0	24.26	26.09	26.77	27.58
1	24.64	26.46	27.14	27.95
2	25.01	26.84	27.51	28.32
3	25.38	27.21	27.88	28.70
4	25.75	27.58	28.26	29.07
5	26.14	27.97	28.65	29.46
6	26.55	28.38	29.05	29.86
7	27.02	28.85	29.53	30.34
8	27.50	29.32	30.00	30.81
9	27.97	29.80	30.47	31.29
10	28.44	30.27	30.95	31.76
11	28.98	30.81	31.49	32.30
12	29.53	31.35	32.03	32.84
13	30.20	32.03	32.71	33.52
14	30.88	32.71	33.38	34.20
15	31.56	33.38	34.06	34.87
16	32.23	34.06	34.74	35.55
17	32.91	34.74	35.41	36.23
18	33.59	35.41	36.09	36.90
19	34.26	36.09	36.77	37.58
20	34.94	36.77	37.45	38.26
21	35.62	37.45	38.12	38.93
22	36.31	38.14	38.82	39.63
23	37.01	38.83	39.51	40.32
24	37.70	39.53	40.20	41.02
25	38.39	40.22	40.90	41.71

**Baker County School Board
2018-2019 PART-TIME TEACHING SALARY SCHEDULE**

FYE June 30, 2019

<u>DEGREE</u>	<u>TYPE OF CONTRACT</u>	<u>MINIMUM HOURLY RATE</u>
Bachelor's Degree	1 – 9	\$24.26
	10 – 14	28.44
	15 – Up	31.56
Master's Degree	1 – 9	26.09
	10 – 14	30.27
	15 – Up	33.38
Specialist Degree	1 – 9	26.77
	10 – 14	30.95
	15 – Up	34.06
Doctor's Degree	1 – 9	27.58
	10 – 14	31.76
	15 – Up	34.87

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.

2018-2019 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2019

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

2018-2019 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2019

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

**2018-2019 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS**

FYE June 30, 2019

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

2018-2019 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2019

Academic Clubs and Student Organizations

<u>Beta Club</u>	
High School.....	525.00
Middle School.....	525.00

<u>Technology Student Association</u>	
High School.....	450.00
Middle School.....	450.00

<u>Student Council</u>	
High School.....	450.00
Middle School.....	450.00

<u>Future Educators Club Sponsor</u>	
High School (1).....	1,545.00
Middle School (1)	450.00

<u>"Just Say No" Club Sponsor</u>	
Intermediate School (1)	400.00
Macclenny Elementary School (1)	400.00
Westside Elementary School (1).....	400.00

<u>Youth Power Club Sponsor</u>	
High School.....	300.00
Middle School.....	300.00

<u>High School Class Sponsor</u>	
Senior Class Sponsor.....	525.00
Junior Class Sponsor.....	525.00
Sophomore Class Sponsor.....	225.00
Freshman Class Sponsor.....	225.00

<u>Annual Yearbook</u>	
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

<u>Enrichment</u>	
Macclenny Elementary (3).....	450.00
Westside Elementary (3)	450.00
Pre-K Kindergarten Center (2)	450.00
Keller Intermediate School (3)	450.00

2018-2019 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2019

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

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

**2018-2019 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS**

FYE June 30, 2019

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.....	5,900.00
Longevity for 240-Day Teachers.....	7,188.00
Longevity for 261-Day Teachers.....	7,817.00

- * 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.**

**2018-19 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 2018-19 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 2018-2019

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, 2019

**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, 2019

Years Experience	197 days Annual Contract Salary	197 days Masters Contract Salary	186 days Annual Contract Salary	186 days Masters Contract Salary
0	35,850	38,550	33,848	36,397
1	36,400	39,100	34,368	36,917
2	36,950	39,650	34,887	37,436
3	37,500	40,200	35,406	37,955
4	38,050	40,750	35,925	38,475
5	38,625	41,325	36,468	39,018
6	39,225	41,925	37,035	39,584
7	39,925	42,625	37,696	40,245
8	40,625	43,325	38,357	40,906
9	41,325	44,025	39,018	41,567
10	42,025	44,725	39,678	42,228
11	42,825	45,525	40,434	42,983
12	43,625	46,325	41,189	43,738
13	44,625	47,325	42,133	44,682
14	45,625	48,325	43,077	45,627
15	46,625	49,325	44,022	46,571
16	47,625	50,325	44,966	47,515
17	48,625	51,325	45,910	48,459
18	49,625	52,325	46,854	49,403
19	50,625	53,325	47,798	50,347
20	51,625	54,325	48,742	51,292
21	52,625	55,325	49,687	52,236
22	53,650	56,350	50,654	53,204
23	54,675	57,375	51,622	54,171
24	55,700	58,400	52,590	55,139
25	56,725	59,425	53,558	56,107

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, 2019

Years Experience	(Ex. Sec.) Annual Salary
0	39,819.31
1	40,112.82
2	40,406.36
3	41,055.66
4	41,349.20
5	41,820.61
6	42,292.03
7	42,585.55
8	42,879.09
9	43,172.60
10	43,732.98
11	45,206.60
12	45,500.14
13	45,793.65
14	46,087.19
15	46,380.70
16	46,674.24
17	46,967.75
18	48,131.15

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
 Secretary Salary Schedule - 261 Days and 240
 FYE June 30, 2019

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	37,097.53	36,154.69	34,690.61	34,112.67	33,245.69	31,899.41
1	37,391.04	36,448.21	34,984.15	34,382.57	33,515.59	32,169.33
2	37,684.58	36,741.74	35,277.66	34,652.49	33,785.51	32,439.23
3	38,333.88	37,391.04	35,926.99	35,249.55	34,382.57	33,036.31
4	38,627.42	37,684.58	36,220.50	35,519.46	34,652.49	33,306.21
5	39,098.83	38,155.99	36,691.93	35,952.95	35,085.97	33,739.71
6	39,570.26	38,627.42	37,163.34	36,386.44	35,519.46	34,173.19
7	39,863.77	38,920.93	37,456.87	36,656.34	35,789.36	34,443.10
8	40,157.31	39,214.47	37,750.39	36,926.26	36,059.28	34,713.00
9	40,450.82	39,507.98	38,043.92	37,196.16	36,329.18	34,982.92
10	41,011.20	40,068.36	38,604.28	37,711.45	36,844.47	35,498.19
11	42,484.82	41,541.99	40,077.93	39,066.50	38,199.53	36,853.27
12	42,778.36	41,835.52	40,371.44	39,336.42	38,469.44	37,123.17
13	43,071.87	42,129.04	40,664.98	39,606.32	38,739.34	37,393.08
14	43,365.41	42,422.57	40,958.49	39,876.24	39,009.26	37,662.98
15	43,658.92	42,716.09	41,252.03	40,146.14	39,279.16	37,932.90
16	43,952.46	43,009.62	41,545.54	40,416.05	39,549.08	38,202.80
17	44,245.97	43,303.14	41,839.08	40,685.95	39,818.98	38,472.71
18	45,383.14	44,431.21	42,953.02	41,731.62	40,856.28	39,497.03

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)

Salary Schedule

FYE June 30, 2019

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
0	39,819.31	37,097.53	36,615.46	34,112.67
1	40,112.82	37,391.04	36,885.36	34,382.57
2	40,406.36	37,684.58	37,155.27	34,652.49
3	41,055.66	38,333.88	37,752.33	35,249.55
4	41,349.20	38,627.42	38,022.25	35,519.46
5	41,820.61	39,098.83	38,455.73	35,952.95
6	42,292.03	39,570.26	38,889.23	36,386.44
7	42,585.55	39,863.77	39,159.13	36,656.34
8	42,879.09	40,157.31	39,429.04	36,926.26
9	43,172.60	40,450.82	39,698.94	37,196.16
10	43,732.98	41,011.20	40,214.23	37,711.45
11	45,206.60	42,484.82	41,569.29	39,066.50
12	45,500.14	42,778.36	41,839.21	39,336.42
13	45,793.65	43,071.87	42,109.11	39,606.32
14	46,087.19	43,365.41	42,379.02	39,876.24
15	46,380.70	45,437.87	42,648.92	41,781.94
16	46,674.24	45,731.40	42,918.84	42,051.86
17	46,967.75	46,024.92	43,188.74	42,321.76
18	48,131.15	47,179.22	44,258.53	43,383.19

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, 2019

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	17,087.21	15,919.25
1	17,087.21	15,919.25
2	17,213.17	16,045.20
3	17,213.17	16,045.20
4	17,339.13	16,171.16
5	17,339.13	16,171.16
6	17,617.76	16,449.79
7	17,617.76	16,449.79
8	17,743.72	16,575.75
9	17,743.72	16,575.75
10	17,946.01	16,778.04
11	17,946.01	16,778.04
12	18,148.31	16,980.34
13	18,148.31	16,980.34
14	18,274.26	17,106.29
15	18,274.26	17,106.29
16	18,400.22	17,232.25
17	18,400.22	17,232.25
18	18,526.17	17,358.21
19	18,526.17	17,358.21
20	18,766.64	17,598.67
21	18,766.64	17,598.67
22	19,399.00	18,231.04
23	19,399.00	18,231.04
24	19,524.96	18,357.00
25	19,524.96	18,357.00
26	19,650.92	18,482.95
27	19,650.92	18,482.95
28	19,776.88	18,608.91
29	19,776.88	18,608.91
30	19,902.83	19,498.24
31	19,902.83	19,498.24
32	20,028.79	19,624.20
33	20,028.79	19,624.20
34	20,154.75	19,750.16
35	20,154.75	19,750.16
36	20,653.98	20,245.49

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
2018-2019**

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, 2019

Years Experience	Salary 261 - Days	Salary 240 - Days
0	35,142.04	32,314.52
1	35,439.19	32,587.76
2	35,773.49	32,895.16
3	36,404.95	33,475.82
4	36,739.25	33,783.22
5	37,222.12	34,227.24
6	37,734.32	34,698.22
7	38,031.46	34,971.46
8	38,291.47	35,210.55
9	38,625.77	35,517.95
10	39,182.94	36,030.29
11	40,697.35	37,422.85
12	40,994.51	37,696.10
13	41,291.65	37,969.34
14	41,625.95	38,276.74
15	41,923.12	38,549.99
16	42,257.40	38,857.38
17	42,554.56	39,130.63
18	43,679.08	40,164.67

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
 School Secretary-Bookkeeper & Data Processors
 School Secretary/Clerical Assistant to Teachers
 Salary Schedule
 FYE June 30, 2019

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

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	13.72	22,219.66	13.69	24,646.55	13.68	26,770.08	13.68	17,846.72
1	13.99	22,664.13	13.97	25,140.41	13.95	27,307.15	13.95	18,204.77
2	14.13	22,898.06	14.11	25,400.33	14.09	27,589.82	14.09	18,393.21
3	14.42	23,365.93	14.40	25,920.18	14.38	28,155.16	14.38	18,770.10
4	14.55	23,576.47	14.53	26,154.11	14.51	28,409.56	14.51	18,939.71
5	14.77	23,927.36	14.75	26,544.00	14.73	28,833.56	14.73	19,222.37
6	14.93	24,184.69	14.91	26,829.92	14.89	29,144.49	14.89	19,429.66
7	15.04	24,371.84	15.02	27,037.86	15.00	29,370.63	15.00	19,580.42
8	15.19	24,605.77	15.17	27,297.78	15.15	29,653.30	15.15	19,768.86
9	15.32	24,816.31	15.30	27,531.72	15.28	29,907.70	15.28	19,938.47
10	15.55	25,190.60	15.53	27,947.59	15.51	30,359.97	15.51	20,239.98
11	17.93	29,052.16	17.89	32,200.84	17.91	35,059.44	17.91	23,372.96

School Secretary/Clerical Assistant to Teachers

Years Experience	Per Hour	216 Days Per Year Salary
0	12.82	20,760.74
1	13.08	21,181.81
2	13.21	21,392.35
3	13.51	21,883.61
4	13.65	22,117.54
5	13.85	22,445.05
6	14.00	22,678.98
7	14.11	22,866.12
8	14.24	23,076.66
9	14.40	23,333.99
10	14.66	23,755.07
11	16.99	27,527.60

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Instructional Assistants
Salary Schedule
FYE June 30, 2019

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

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
0	12.78	17,922.85	12.75	19,705.52	12.74	20,643.77	12.78	11,884.67	12.77	18,865.25
1	13.05	18,307.65	13.03	20,129.42	13.02	21,088.24	13.05	12,139.83	13.04	19,270.62
2	13.20	18,510.17	13.17	20,352.52	13.16	21,322.17	13.20	12,274.13	13.19	19,483.98
3	13.50	18,935.47	13.48	20,821.03	13.47	21,813.43	13.50	12,556.14	13.49	19,932.02
4	13.65	19,138.00	13.62	21,044.13	13.61	22,047.36	13.65	12,690.44	13.63	20,145.38
5	13.86	19,441.79	13.84	21,378.79	13.83	22,398.26	13.86	12,891.88	13.85	20,465.41
6	14.01	19,644.31	13.98	21,601.89	13.97	22,632.19	14.01	13,026.17	14.00	20,678.77
7	14.14	19,826.58	14.11	21,802.68	14.10	22,842.73	14.14	13,147.04	14.13	20,870.79
8	14.25	19,988.60	14.23	21,981.16	14.22	23,029.88	14.25	13,254.47	14.24	21,041.47
9	14.43	20,231.63	14.40	22,248.88	14.39	23,310.60	14.43	13,415.63	14.41	21,297.49
10	14.69	20,596.18	14.66	22,650.47	14.65	23,731.67	14.69	13,657.36	14.67	21,681.53
11	17.14	24,037.27	17.09	26,407.02	17.07	27,654.25	17.14	15,939.15	17.13	25,306.65

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Substitute Aide: \$8.40 per hour.

INFORMATION ONLY

BENEFIT: As per Baker County School Board Policy Handbook

HOLIDAY: All 12 month employees will receive 13 paid holidays.

Annual: 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
Instructional Assistants - Part-Time
Salary Schedule
FYE June 30, 2019

Aide 187 - 4 hours, 748 hours

Full Time Years Experience	Part Time Years Experience	Per Hour	Aide 187 4 Hr/Day
0	0	12.78	9,558.85
0	1	12.78	9,558.85
1	2	13.05	9,764.08
1	3	13.05	9,764.08
2	4	13.20	9,872.09
2	5	13.20	9,872.09
3	6	13.50	10,098.92
3	7	13.50	10,098.92
4	8	13.65	10,206.93
4	9	13.65	10,206.93
5	10	13.86	10,368.95
5	11	13.86	10,368.95
6	12	14.01	10,476.97
6	13	14.01	10,476.97
7	14	14.14	10,574.18
7	15	14.14	10,574.18
8	16	14.25	10,660.59
8	17	14.25	10,660.59
9	18	14.43	10,790.20
9	19	14.43	10,790.20
10	20	14.69	10,984.63
10	21	14.69	10,984.63
11	22	17.14	12,819.88
11	23	17.14	12,819.88

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, 2019

Years Experience	Per Hour	CDA 197 Salary	Per Hour	CDA 240 Salary
0	16.22	23,960.28	16.17	29,107.76
1	16.51	24,386.99	16.46	29,627.61
2	16.82	24,856.37	16.78	30,199.44
3	17.11	25,283.08	17.07	30,719.29
4	17.43	25,752.46	17.38	31,291.13
5	17.72	26,179.17	17.67	31,810.98
6	18.02	26,627.21	17.98	32,356.82
7	18.33	27,075.26	18.28	32,902.66
8	18.63	27,523.30	18.58	33,448.50
9	18.93	27,971.35	18.89	33,994.34
10	19.23	28,419.39	19.19	34,540.19
11	22.05	32,584.78	21.97	39,541.35

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, 2019

Years Experience	Per Year Salary
0	52,870.40
1	53,241.84
2	53,576.14
3	54,319.02
4	54,690.48
5	55,210.49
6	55,759.82
7	56,094.12
8	56,465.56
9	56,837.00
10	57,468.46
11	60,489.92

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, 2019
 (12 Months, 8 hours, 261 days = 2088 hours)

Heating, Cooling, Electrical Maintenance

Years Experience	Per Hour	Per Year Salary
0	16.11	33,644.28
1	16.45	34,337.76
2	16.59	34,639.27
3	16.89	35,272.45
4	17.01	35,513.66
5	17.25	36,026.23
6	17.38	36,297.59
7	17.53	36,599.10
8	17.67	36,900.62
9	17.79	37,141.83
10	18.06	37,714.70
11	20.63	43,082.15

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	18.36	38,341.90
1	18.68	39,011.67
2	18.80	39,255.22
3	19.14	39,955.43
4	19.28	40,259.87
5	19.49	40,686.09
6	19.65	41,020.97
7	19.76	41,264.53
8	19.92	41,599.41
9	20.05	41,873.41
10	20.33	42,451.84
11	23.07	48,162.47

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, 2019
(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	17.29	36,101.91	31,122.33
1	17.58	36,710.79	31,647.23
2	17.73	37,015.23	31,909.68
3	18.03	37,654.55	32,460.82
4	18.18	37,958.99	32,723.27
5	18.41	38,446.09	33,143.18
6	18.54	38,720.09	33,379.39
7	18.69	39,024.53	33,641.83
8	18.82	39,298.52	33,878.04
9	18.95	39,572.52	34,114.24
10	19.23	40,150.96	34,612.89
11	21.84	45,595.63	39,306.58

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	13.57	28,337.66	24,429.02
1	13.86	28,940.68	24,948.87
2	14.00	29,242.20	25,208.79
3	14.32	29,905.53	25,780.63
4	14.45	30,176.89	26,014.56
5	14.67	30,629.16	26,404.44
6	14.80	30,900.52	26,638.38
7	14.94	31,202.03	26,898.30
8	15.07	31,473.39	27,132.23
9	15.22	31,774.90	27,392.16
10	15.48	32,317.63	27,860.02
11	17.79	37,140.24	32,017.45

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
 Apprenticeship Salary Schedule
 FYE June 30, 2019
 (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	10.13	21,161.66	10.15
1	10.38	21,674.23	10.40
2	10.55	22,036.05	10.57
3	10.78	22,518.47	10.80
4	11.02	23,000.89	11.03
5	11.28	23,543.61	11.29
6	11.51	24,026.03	11.52
7	11.97	24,990.87	11.98
8	12.45	25,985.86	12.46
9	12.92	26,980.85	12.94
10	13.40	27,975.84	13.41
11	15.68	32,732.77	15.66

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, 2019

(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	13.72	14,037.31	0	13.61	20,246.25
1	14.10	14,421.39	1	13.98	20,804.92
2	14.28	14,613.43	2	14.17	21,084.25
3	14.73	15,071.37	3	14.62	21,750.35
4	14.98	15,322.50	4	14.86	22,115.63
5	15.32	15,677.04	5	15.21	22,631.32
6	15.53	15,883.85	6	15.41	22,932.14
7	15.73	16,090.67	7	15.61	23,232.96
8	15.97	16,341.80	8	15.86	23,598.24
9	16.16	16,533.84	9	16.05	23,877.57
10	16.58	16,962.24	10	16.47	24,500.70
11	19.60	20,051.01	11	19.38	28,840.55

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, 2019

Years Experience	Per Hour	8 Hr Day Per Year Salary	Per Hour	5.5 Hr Day Per Year Salary
0	10.12	15,063.91	10.24	10,474.45
1	10.30	15,321.76	10.41	10,651.72
2	10.47	15,579.60	10.59	10,828.99
3	10.64	15,837.45	10.76	11,006.25
4	10.85	16,138.27	10.96	11,213.07
5	11.03	16,417.60	11.15	11,405.11
6	11.22	16,696.93	11.34	11,597.15
7	11.44	17,019.24	11.55	11,818.73
8	11.64	17,320.06	11.76	12,025.55
9	11.84	17,620.88	11.96	12,232.36
10	12.04	17,921.70	12.16	12,439.17
11	13.52	20,122.28	13.74	14,057.19

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, 2019

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

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

(10 Months, 8 hours, 197 days =1576 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	12.79	26,709.49	12.80	24,584.59	12.85	20,252.64	18,362.78
1	13.05	27,252.21	13.06	25,083.65	13.11	20,662.28	18,735.90
2	13.20	27,553.73	13.21	25,360.90	13.25	20,889.86	18,943.19
3	13.53	28,247.21	13.54	25,998.58	13.59	21,413.29	19,419.95
4	13.64	28,488.42	13.66	26,220.38	13.70	21,595.35	19,585.79
5	13.89	29,000.99	13.90	26,691.71	13.95	21,982.23	19,938.18
6	14.00	29,242.20	14.02	26,913.51	14.06	22,164.29	20,104.01
7	14.13	29,513.56	14.15	27,163.04	14.19	22,369.12	20,290.57
8	14.31	29,875.37	14.32	27,495.75	14.37	22,642.21	20,539.32
9	14.42	30,116.58	14.44	27,717.55	14.48	22,824.27	20,705.15
10	14.68	30,659.31	14.70	28,216.60	14.74	23,233.91	21,078.27
11	16.93	35,344.60	16.94	32,524.92	16.99	26,774.69	24,299.41

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Substitute Custodian - \$8.40 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, 2019
(12 Months, 4 Hours, 261 days=1044 hours)

Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	12.79	13,354.75
0	1	12.79	13,354.75
1	2	13.05	13,626.11
1	3	13.05	13,626.11
2	4	13.20	13,776.86
2	5	13.20	13,776.86
3	6	13.53	14,123.60
3	7	13.53	14,123.60
4	8	13.64	14,244.21
4	9	13.64	14,244.21
5	10	13.89	14,500.49
5	11	13.89	14,500.49
6	12	14.00	14,621.10
6	13	14.00	14,621.10
7	14	14.13	14,756.78
7	15	14.13	14,756.78
8	16	14.31	14,937.69
8	17	14.31	14,937.69
9	18	14.42	15,058.29
9	19	14.42	15,058.29
10	20	14.68	15,329.65
10	21	14.68	15,329.65
11	22	16.93	17,672.30
11	23	16.93	17,672.30

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, 2019

Years Experience	Per Hour	Per Year Salary 7.5 Hours		Per Year Salary 8.0 Hours**
0	14.36	20,785.05	14.34	22,145.55
1	14.45	20,910.46	14.43	22,279.32
2	14.56	21,077.68	14.55	22,457.69
3	14.81	21,433.02	14.79	22,836.71
4	14.94	21,621.14	14.92	23,037.38
5	15.10	21,851.07	15.08	23,282.63
6	15.18	21,976.48	15.17	23,416.40
7	15.30	22,143.70	15.28	23,594.77
8	15.40	22,290.01	15.38	23,750.84
9	15.49	22,415.43	15.47	23,884.61
10	15.62	22,603.55	15.60	24,085.28
11	17.90	25,917.27	17.87	27,597.48

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, 2019
 (7 Hours, 191 Days - 1337 Hours)

Years Experience	Per Hour	Per Year Salary
0	12.65	16,910.38
1	12.79	17,103.45
2	12.94	17,296.52
3	13.59	18,165.31
4	13.72	18,339.07
5	13.78	18,428.28
6	13.85	18,512.83
7	13.96	18,667.29
8	14.03	18,756.49
9	14.11	18,860.35
10	14.22	19,014.80
11	16.37	21,881.85

Nutrition Service Substitutes - \$8.40 per hour

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Nutrition Service Assistants
Salary Schedule
FYE June 30, 2019
(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	12.65	7,057.59
0	1	12.65	7,057.59
1	2	12.79	7,138.16
1	3	12.79	7,138.16
2	4	12.94	7,218.74
2	5	12.94	7,218.74
3	6	13.59	7,581.33
3	7	13.59	7,581.33
4	8	13.72	7,653.85
4	9	13.72	7,653.85
5	10	13.78	7,691.08
5	11	13.78	7,691.08
6	12	13.85	7,726.37
6	13	13.85	7,726.37
7	14	13.96	7,790.83
7	15	13.96	7,790.83
8	16	14.03	7,828.07
8	17	14.03	7,828.07
9	18	14.11	7,871.41
9	19	14.11	7,871.41
10	20	14.22	7,935.87
10	21	14.22	7,935.87
11	22	16.37	9,132.44
11	23	16.37	9,132.44

4 Hour Nutrition Services Assistant

Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	12.65	9,410.12
0	1	12.65	9,410.12
1	2	12.79	9,517.55
1	3	12.79	9,517.55
2	4	12.94	9,624.99
2	5	12.94	9,624.99
3	6	13.59	10,108.45
3	7	13.59	10,108.45
4	8	13.72	10,205.14
4	9	13.72	10,205.14
5	10	13.78	10,254.78
5	11	13.78	10,254.78
6	12	13.85	10,301.83
6	13	13.85	10,301.83
7	14	13.96	10,387.78
7	15	13.96	10,387.78
8	16	14.03	10,437.42
8	17	14.03	10,437.42
9	18	14.11	10,495.21
9	19	14.11	10,495.21
10	20	14.22	10,581.16
10	21	14.22	10,581.16
11	22	16.37	12,176.59
11	23	16.37	12,176.59

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**

2018-2019

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\$ 8.40 per hour

Adults working on school board projects
for a limited time\$ 8.40 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)\$14.90 per hour

Assistant (181 days).....\$10.90 per hour