

PRESENTED AND APPROVED
IN OPEN BOARD MEETING
DATE: 9/5/17
MIN. BK# 31
MIN BK PAGE # _____

BAKER COUNTY DISTRICT SCHOOL BOARD

SALARY SCHEDULES

2017-2018

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Baker County School Board
Grandfather Educational Leader Salary Schedule: 240 Day Contract
FYE June 30, 2018

Years	Bachelors	Masters	Specialist	Doctorate
0	43,310	46,509	47,788	49,155
1	43,980	47,179	48,458	49,825
2	44,650	47,849	49,128	50,495
3	45,320	48,519	49,798	51,165
4	45,990	49,189	50,468	51,835
5	46,690	49,890	51,169	52,536
6	47,421	50,621	51,900	53,267
7	48,274	51,473	52,752	54,119
8	49,127	52,326	53,605	54,972
9	49,980	53,179	54,458	55,825
10	50,832	54,032	55,311	56,678
11	51,807	55,006	56,285	57,652
12	52,782	55,981	57,260	58,627
13	54,000	57,199	58,478	59,845
14	55,218	58,417	59,697	61,064
15	56,437	59,636	60,915	62,282
16	57,655	60,854	62,133	63,500
17	58,873	62,072	63,351	64,718
18	60,091	63,291	64,570	65,937
19	61,310	64,509	65,788	67,155
20	62,528	65,727	67,006	68,373
21	63,746	66,945	68,225	69,591
22	64,995	68,194	69,473	70,840
23	66,244	69,443	70,722	72,089
24	67,492	70,692	71,971	73,338
25	68,741	71,940	73,219	74,586

Baker County School Board

Performance Pay Ed Leader Salary Schedule: 240 Day Contract*

FYE June 30, 2018

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	\$ 43,310
1	\$ 43,980
2	\$ 44,650
3	\$ 45,320
H.E.	(+671.00)
EFF.	(+670.75)

Step	Placement II
4	\$ 45,990
H.E.	(+702.00)
EFF.	(+701.75)

Step	Placement III
5	\$ 46,690
H.E.	(+732.00)
EFF.	(+731.75)

Step	Placement IV
6	\$ 47,421
7	\$ 48,274
8	\$ 49,127
9	\$ 49,980
H.E.	(+854.00)
EFF.	(+853.75)

Step	Placement V
10	\$ 50,832
11	\$ 51,807
H.E.	(+976.00)
EFF.	(+975.75)

Step	Placement VI
12	\$ 52,782
13	\$ 54,000
14	\$ 55,218
15	\$ 56,437
16	\$ 57,655
17	\$ 58,873
18	\$ 60,091
19	\$ 61,310
20	\$ 62,528
H.E.	(+1219.00)
EFF.	(+1,218.75)

Step	Placement VII
21	\$ 63,746
22	\$ 64,995
23	\$ 66,244
24	\$ 67,492
25	\$ 68,741
H.E.	(+1,250.00)
EFF.	(+1,249.75)

Advanced Degree Supplements

Masters: \$3,199

Specialist: \$4,478

Doctorate: \$5,845

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, 2018

Years	Bachelors	Masters	Specialist	Doctorate
0	47,099	50,578	51,969	53,456
1	47,828	51,307	52,698	54,185
2	48,557	52,036	53,427	54,913
3	49,285	52,764	54,156	55,642
4	50,014	53,493	54,884	56,371
5	50,776	54,255	55,646	57,133
6	51,571	55,050	56,441	57,927
7	52,498	55,977	57,368	58,855
8	53,426	56,905	58,296	59,782
9	54,353	57,832	59,223	60,710
10	55,280	58,759	60,151	61,637
11	56,340	59,819	61,210	62,697
12	57,400	60,879	62,270	63,757
13	58,725	62,204	63,595	65,082
14	60,050	63,529	64,920	66,407
15	61,375	64,854	66,245	67,731
16	62,700	66,179	67,570	69,056
17	64,024	67,504	68,895	70,381
18	65,349	68,828	70,220	71,706
19	66,674	70,153	71,544	73,031
20	67,999	71,478	72,869	74,356
21	69,324	72,803	74,194	75,681
22	70,682	74,161	75,552	77,039
23	72,040	75,519	76,910	78,397
24	73,398	76,877	78,268	79,755
25	74,756	78,235	79,626	81,113

Baker County School Board

Performance Pay Ed Leader Salary Schedule: 261 Day Contract*

FYE June 30, 2018

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	\$ 47,099
1	\$ 47,828
2	\$ 48,557
3	\$ 49,285
H.E.	(+730.00)
EFF.	(+729.75)

Step	Placement II
4	\$ 50,014
H.E.	(+762.00)
EFF.	(+761.75)

Step	Placement III
5	\$ 50,776
H.E.	(+796.00)
EFF.	(+795.75)

Step	Placement IV
6	\$ 51,571
7	\$ 52,498
8	\$ 53,426
9	\$ 54,353
H.E.	(+928.00)
EFF.	(+927.75)

Step	Placement V
10	\$ 55,280
11	\$ 56,340
H.E.	(+1061.00)
EFF.	(+1060.75)

Step	Placement VI
12	\$ 57,400
13	\$ 58,725
14	\$ 60,050
15	\$ 61,375
16	\$ 62,700
17	\$ 64,024
18	\$ 65,349
19	\$ 66,674
20	\$ 67,999
H.E.	(+1,326.00)
EFF.	(+1,325.75)

Step	Placement VII
21	\$ 69,324
22	\$ 70,682
23	\$ 72,040
24	\$ 73,398
25	\$ 74,756
H.E.	(+1,359.00)
EFF.	(+1,358.75)

Advanced Degree Supplements

Masters: \$3,479

Specialist: \$4,870

Doctorate: \$6,357

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.

**2017-2018 Baker County
Educational Leaders' Responsibility Schedule**

FYE June 30, 2018

Superintendent	2.00% through year 16
Associate Superintendent for Personnel Services	11,000.00
Executive Director for Support Services	11,000.00
Executive Director for Teaching and Learning	11,000.00
Director of Accountability and Special Programs	9,000.00
Director of Student Services & ESE	9,000.00
Director of Vocational, Adult & Community Education	9,000.00
Director of Facilities & Maintenance	9,000.00
Director of Operations & Auxiliary Services	9,000.00
Director of Transportation & Property Control	9,000.00
Director of Nutrition Services, Purchasing & Warehousing	9,000.00
High School Principal	9,000.00
Middle School, Keller Intermediate School, Macclenny Elementary School, Westside Elementary School, Pre-K Kindergarten Center and Alternative School Principals (6)	8,000.00
Coordinator of Community Education	7,000.00
High School Vice Principal	6,500.00
Middle School Vice Principal	5,500.00
All Assistant Principals: High School (2), Middle School (2), Keller Intermediate School (1), Westside Elementary (1), Macclenny Elementary (1), and Pre-K Kindergarten Center (1)	4,500.00
Health Service Specialist	3,000.00
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, 2018

Years	Bachelors	Masters	Specialist	Doctorate
0	35,550	38,176	39,226	40,348
1	36,100	38,726	39,776	40,898
2	36,650	39,276	40,326	41,448
3	37,200	39,826	40,876	41,998
4	37,750	40,376	41,426	42,548
5	38,325	40,951	42,001	43,123
6	38,925	41,551	42,601	43,723
7	39,625	42,251	43,301	44,423
8	40,325	42,951	44,001	45,123
9	41,025	43,651	44,701	45,823
10	41,725	44,351	45,401	46,523
11	42,525	45,151	46,201	47,323
12	43,325	45,951	47,001	48,123
13	44,325	46,951	48,001	49,123
14	45,325	47,951	49,001	50,123
15	46,325	48,951	50,001	51,123
16	47,325	49,951	51,001	52,123
17	48,325	50,951	52,001	53,123
18	49,325	51,951	53,001	54,123
19	50,325	52,951	54,001	55,123
20	51,325	53,951	55,001	56,123
21	52,325	54,951	56,001	57,123
22	53,350	55,976	57,026	58,148
23	54,375	57,001	58,051	59,173
24	55,400	58,026	59,076	60,198
25	56,425	59,051	60,101	61,223

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	\$ 35,550
1	\$ 36,100
2	\$ 36,650
3	\$ 37,200
H.E.	(+551.00)
EFF.	(+550.75)

Step	Placement II
4	\$ 37,750
H.E.	(+576.00)
EFF.	(+575.75)

Step	Placement III
5	\$ 38,325
H.E.	(+601.00)
EFF.	(+600.75)

Step	Placement IV
6	\$ 38,925
7	\$ 39,625
8	\$ 40,325
9	\$ 41,025
H.E.	(+701.00)
EFF.	(+700.75)

Step	Placement V
10	\$ 41,725
11	\$ 42,525
H.E.	(+801.00)
EFF.	(+800.75)

Step	Placement VI
12	\$ 43,325
13	\$ 44,325
14	\$ 45,325
15	\$ 46,325
16	\$ 47,325
17	\$ 48,325
18	\$ 49,325
19	\$ 50,325
20	\$ 51,325
H.E.	(+1,001.00)
EFF.	(+1,000.75)

Step	Placement VII
21	\$ 52,325
22	\$ 53,350
23	\$ 54,375
24	\$ 55,400
25	\$ 56,425
H.E.	(+1,026.00)
EFF.	(+1,025.75)

Advanced Degree Supplements

Masters: \$2,626
Specialist: \$3,676
Doctorate: \$4,798

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: 240 Day Contract
FYE June 30, 2018

Years	Bachelors	Masters	Specialist	Doctorate
0	43,310	46,509	47,788	49,155
1	43,980	47,179	48,458	49,825
2	44,650	47,849	49,128	50,495
3	45,320	48,519	49,798	51,165
4	45,990	49,189	50,468	51,835
5	46,690	49,890	51,169	52,536
6	47,421	50,621	51,900	53,267
7	48,274	51,473	52,752	54,119
8	49,127	52,326	53,605	54,972
9	49,980	53,179	54,458	55,825
10	50,832	54,032	55,311	56,678
11	51,807	55,006	56,285	57,652
12	52,782	55,981	57,260	58,627
13	54,000	57,199	58,478	59,845
14	55,218	58,417	59,697	61,064
15	56,437	59,636	60,915	62,282
16	57,655	60,854	62,133	63,500
17	58,873	62,072	63,351	64,718
18	60,091	63,291	64,570	65,937
19	61,310	64,509	65,788	67,155
20	62,528	65,727	67,006	68,373
21	63,746	66,945	68,225	69,591
22	64,995	68,194	69,473	70,840
23	66,244	69,443	70,722	72,089
24	67,492	70,692	71,971	73,338
25	68,741	71,940	73,219	74,586

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	\$ 43,310
1	\$ 43,980
2	\$ 44,650
3	\$ 45,320
H.E.	(+671.00)
EFF.	(+670.75)

Step	Placement II
4	\$ 45,990
H.E.	(+702.00)
EFF.	(+701.75)

Step	Placement III
5	\$ 46,690
H.E.	(+732.00)
EFF.	(+731.75)

Step	Placement IV
6	\$ 47,421
7	\$ 48,274
8	\$ 49,127
9	\$ 49,980
H.E.	(+854.00)
EFF.	(+853.75)

Step	Placement V
10	\$ 50,832
11	\$ 51,807
H.E.	(+976.00)
EFF.	(+975.75)

Step	Placement VI
12	\$ 52,782
13	\$ 54,000
14	\$ 55,218
15	\$ 56,437
16	\$ 57,655
17	\$ 58,873
18	\$ 60,091
19	\$ 61,310
20	\$ 62,528
H.E.	(+1219.00)
EFF.	(+1,218.75)

Step	Placement VII
21	\$ 63,746
22	\$ 64,995
23	\$ 66,244
24	\$ 67,492
25	\$ 68,741
H.E.	(+1,250.00)
EFF.	(+1,249.75)

Advanced Degree Supplements

Masters: \$3,199
Specialist: \$4,478
Doctorate: \$5,845

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, 2018

Years	Bachelors	Masters	Specialist	Doctorate
0	47,099	50,578	51,969	53,456
1	47,828	51,307	52,698	54,185
2	48,557	52,036	53,427	54,913
3	49,285	52,764	54,156	55,642
4	50,014	53,493	54,884	56,371
5	50,776	54,255	55,646	57,133
6	51,571	55,050	56,441	57,927
7	52,498	55,977	57,368	58,855
8	53,426	56,905	58,296	59,782
9	54,353	57,832	59,223	60,710
10	55,280	58,759	60,151	61,637
11	56,340	59,819	61,210	62,697
12	57,400	60,879	62,270	63,757
13	58,725	62,204	63,595	65,082
14	60,050	63,529	64,920	66,407
15	61,375	64,854	66,245	67,731
16	62,700	66,179	67,570	69,056
17	64,024	67,504	68,895	70,381
18	65,349	68,828	70,220	71,706
19	66,674	70,153	71,544	73,031
20	67,999	71,478	72,869	74,356
21	69,324	72,803	74,194	75,681
22	70,682	74,161	75,552	77,039
23	72,040	75,519	76,910	78,397
24	73,398	76,877	78,268	79,755
25	74,756	78,235	79,626	81,113

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	\$ 47,099
1	\$ 47,828
2	\$ 48,557
3	\$ 49,285
H.E.	(+730.00)
EFF.	(+729.75)

Step	Placement II
4	\$ 50,014
H.E.	(+762.00)
EFF.	(+761.75)

Step	Placement III
5	\$ 50,776
H.E.	(+796.00)
EFF.	(+795.75)

Step	Placement IV
6	\$ 51,571
7	\$ 52,498
8	\$ 53,426
9	\$ 54,353
H.E.	(+928.00)
EFF.	(+927.75)

Step	Placement V
10	\$ 55,280
11	\$ 56,340
H.E.	(+1061.00)
EFF.	(+1060.75)

Step	Placement VI
12	\$ 57,400
13	\$ 58,725
14	\$ 60,050
15	\$ 61,375
16	\$ 62,700
17	\$ 64,024
18	\$ 65,349
19	\$ 66,674
20	\$ 67,999
H.E.	(+1,326.00)
EFF.	(+1,325.75)

Step	Placement VII
21	\$ 69,324
22	\$ 70,682
23	\$ 72,040
24	\$ 73,398
25	\$ 74,756
H.E.	(+1,359.00)
EFF.	(+1,358.75)

Advanced Degree Supplements

Masters: \$3,479
Specialist: \$4,870
Doctorate: \$6,357

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, 2018

Years	Bachelors	Masters	Specialist	Doctorate
0	24.06	25.84	26.55	27.31
1	24.43	26.21	26.92	27.68
2	24.81	26.58	27.29	28.05
3	25.18	26.95	27.67	28.43
4	25.55	27.33	28.04	28.80
5	25.94	27.72	28.43	29.19
6	26.35	28.12	28.83	29.59
7	26.82	28.60	29.31	30.07
8	27.29	29.07	29.78	30.54
9	27.77	29.54	30.25	31.01
10	28.24	30.02	30.73	31.49
11	28.78	30.56	31.27	32.03
12	29.32	31.10	31.81	32.57
13	30.00	31.78	32.49	33.25
14	30.68	32.45	33.16	33.92
15	31.35	33.13	33.84	34.60
16	32.03	33.81	34.52	35.28
17	32.71	34.48	35.20	35.95
18	33.38	35.16	35.87	36.63
19	34.06	35.84	36.55	37.31
20	34.74	36.52	37.23	37.99
21	35.41	37.19	37.90	38.66
22	36.11	37.89	38.60	39.36
23	36.80	38.58	39.29	40.05
24	37.50	39.27	39.98	40.74
25	38.19	39.97	40.68	41.44

**Baker County School Board
2017-2018 PART-TIME TEACHING SALARY SCHEDULE**

FYE June 30, 2018

<u>DEGREE</u>	<u>TYPE OF CONTRACT</u>	<u>MINIMUM HOURLY RATE</u>
Bachelor's Degree	1 - 9	\$24.06
	10 - 14	28.04
	15 - Up	31.35
Master's Degree	1 - 9	25.84
	10 - 14	30.02
	15 - Up	33.13
Specialist Degree	1 - 9	26.55
	10 - 14	30.73
	15 - Up	33.84
Doctor's Degree	1 - 9	27.31
	10 - 14	31.49
	15 - Up	34.60

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.

2017-2018 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2018

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

2017-2018 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2018

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

2017-2018 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2018

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

2017-2018 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2018

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.....	225.00
Middle School.....	225.00
<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

2017-2018 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2018

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

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

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

**2017-2018 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS**

FYE June 30, 2018

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.

**2017-18 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 2016-17 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 2017-2018

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
Associate of Arts or Science	85.00/Day
Bachelor's Degree	100.00/Day
Master Degree or Higher	125.00/Day

**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, 2018

	197 days	197 days	186 days	186 days
	Annual	Masters	Annual	Masters
Years	Contract	Contract	Contract	Contract
Experience	Salary	Salary	Salary	Salary
0	35,550	38,176	33,565	36,044
1	36,100	38,726	34,084	36,564
2	36,650	39,276	34,604	37,083
3	37,200	39,826	35,123	37,602
4	37,750	40,376	35,642	38,122
5	38,325	40,951	36,185	38,664
6	38,925	41,551	36,752	39,231
7	39,625	42,251	37,412	39,892
8	40,325	42,951	38,073	40,553
9	41,025	43,651	38,734	41,214
10	41,725	44,351	39,395	41,875
11	42,525	45,151	40,151	42,630
12	43,325	45,951	40,906	43,385
13	44,325	46,951	41,850	44,329
14	45,325	47,951	42,794	45,274
15	46,325	48,951	43,738	46,218
16	47,325	49,951	44,682	47,162
17	48,325	50,951	45,627	48,106
18	49,325	51,951	46,571	49,050
19	50,325	52,951	47,515	49,994
20	51,325	53,951	48,459	50,939
21	52,325	54,951	49,403	51,883
22	53,350	55,976	50,371	52,850
23	54,375	57,001	51,339	53,818
24	55,400	58,026	52,307	54,786
25	56,425	59,051	53,274	55,754

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	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, 2018

Years Experience	(Ex. Sec.) Annual Salary
0	38,819.31
1	39,112.82
2	39,406.36
3	40,055.66
4	40,349.20
5	40,820.61
6	41,292.03
7	41,585.55
8	41,879.09
9	42,172.60
10	42,732.98
11	44,206.60
12	44,500.14
13	44,793.65
14	45,087.19
15	45,380.70
16	45,674.24
17	45,967.75
18	47,131.15

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Secretary Salary Schedule - 261 Days and 240
FYE June 30, 2018

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	36,097.53	35,154.69	33,690.61	33,193.13	32,326.15	30,979.87
1	36,391.04	35,448.21	33,984.15	33,463.03	32,596.05	31,249.79
2	36,684.58	35,741.74	34,277.66	33,732.95	32,865.97	31,519.69
3	37,333.88	36,391.04	34,926.99	34,330.01	33,463.03	32,116.77
4	37,627.42	36,684.58	35,220.50	34,599.92	33,732.95	32,386.67
5	38,098.83	37,155.99	35,691.93	35,033.40	34,166.43	32,820.17
6	38,570.26	37,627.42	36,163.34	35,466.90	34,599.92	33,253.65
7	38,863.77	37,920.93	36,456.87	35,736.80	34,869.82	33,523.56
8	39,157.31	38,214.47	36,750.39	36,006.72	35,139.74	33,793.46
9	39,450.82	38,507.98	37,043.92	36,276.62	35,409.64	34,063.38
10	40,011.20	39,068.36	37,604.28	36,791.91	35,924.93	34,578.65
11	41,484.82	40,541.99	39,077.93	38,146.96	37,279.99	35,933.72
12	41,778.36	40,835.52	39,371.44	38,416.88	37,549.90	36,203.63
13	42,071.87	41,129.04	39,664.98	38,686.78	37,819.80	36,473.54
14	42,365.41	41,422.57	39,958.49	38,956.70	38,089.72	36,743.44
15	42,658.92	41,716.09	40,252.03	39,226.60	38,359.62	37,013.36
16	42,952.46	42,009.62	40,545.54	39,496.51	38,629.54	37,283.26
17	43,245.97	42,303.14	40,839.08	39,766.41	38,899.44	37,553.17
18	44,383.14	43,431.21	41,953.02	40,812.08	39,936.74	38,577.49

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, 2018

	(Fin I)	(Fin II)	(Fin I)	(Fin II)
	261 Days	261 Days	240 Days	240 Days
Years	Annual	Annual	Annual	Annual
Experience	Salary	Salary	Salary	Salary
0	38,819.31	36,097.53	35,695.91	33,193.13
1	39,112.82	36,391.04	35,965.82	33,463.03
2	39,406.36	36,684.58	36,235.73	33,732.95
3	40,055.66	37,333.88	36,832.79	34,330.01
4	40,349.20	37,627.42	37,102.71	34,599.92
5	40,820.61	38,098.83	37,536.19	35,033.40
6	41,292.03	38,570.26	37,969.69	35,466.90
7	41,585.55	38,863.77	38,239.59	35,736.80
8	41,879.09	39,157.31	38,509.50	36,006.72
9	42,172.60	39,450.82	38,779.40	36,276.62
10	42,732.98	40,011.20	39,294.69	36,791.91
11	44,206.60	41,484.82	40,649.75	38,146.96
12	44,500.14	41,778.36	40,919.67	38,416.88
13	44,793.65	42,071.87	41,189.57	38,686.78
14	45,087.19	42,365.41	41,459.48	38,956.70
15	45,380.70	44,437.87	41,729.38	40,862.40
16	45,674.24	44,731.40	41,999.30	41,132.32
17	45,967.75	45,024.92	42,269.20	41,402.22
18	47,131.15	46,179.22	43,338.99	42,463.65

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, 2018

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	16,658.09	15,490.13
1	16,658.09	15,490.13
2	16,784.05	15,616.08
3	16,784.05	15,616.08
4	16,910.01	15,742.04
5	16,910.01	15,742.04
6	17,188.64	16,020.67
7	17,188.64	16,020.67
8	17,314.60	16,146.63
9	17,314.60	16,146.63
10	17,516.89	16,348.92
11	17,516.89	16,348.92
12	17,719.19	16,551.22
13	17,719.19	16,551.22
14	17,845.14	16,677.17
15	17,845.14	16,677.17
16	17,971.10	16,803.14
17	17,971.10	16,803.14
18	18,097.06	16,929.09
19	18,097.06	16,929.09
20	18,337.52	17,169.56
21	18,337.52	17,169.56
22	18,969.88	17,801.92
23	18,969.88	17,801.92
24	19,095.84	17,927.88
25	19,095.84	17,927.88
26	19,221.80	18,053.83
27	19,221.80	18,053.83
28	19,347.76	18,179.79
29	19,347.76	18,179.79
30	19,473.71	19,069.12
31	19,473.71	19,069.12
32	19,599.67	19,195.08
33	19,599.67	19,195.08
34	19,725.63	19,321.04
35	19,725.63	19,321.04
36	20,224.86	19,816.37

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
2017-2018**

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, 2018

Years Experience	Salary 261 - Days	Salary 240 - Days
0	34,142.04	31,394.98
1	34,439.19	31,668.22
2	34,773.49	31,975.62
3	35,404.95	32,556.28
4	35,739.25	32,863.68
5	36,222.12	33,307.70
6	36,734.32	33,778.68
7	37,031.46	34,051.92
8	37,291.47	34,291.01
9	37,625.77	34,598.41
10	38,182.94	35,110.75
11	39,697.35	36,503.31
12	39,994.51	36,776.56
13	40,291.65	37,049.80
14	40,625.95	37,357.20
15	40,923.12	37,630.45
16	41,257.40	37,937.84
17	41,554.56	38,211.09
18	42,679.08	39,245.13

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, 2018

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	13.47	21,814.66	13.44	24,196.55	13.43	26,280.71	13.43	17,520.47
1	13.74	22,259.13	13.72	24,690.41	13.70	26,817.78	13.70	17,878.52
2	13.88	22,493.06	13.86	24,950.33	13.84	27,100.45	13.84	18,066.96
3	14.17	22,960.93	14.15	25,470.18	14.13	27,665.78	14.13	18,443.85
4	14.30	23,171.47	14.28	25,704.11	14.26	27,920.18	14.26	18,613.46
5	14.52	23,522.36	14.50	26,094.00	14.48	28,344.18	14.48	18,896.12
6	14.68	23,779.69	14.66	26,379.92	14.64	28,655.12	14.64	19,103.41
7	14.79	23,966.84	14.77	26,587.86	14.75	28,881.25	14.75	19,254.17
8	14.94	24,200.77	14.92	26,847.78	14.90	29,163.92	14.90	19,442.61
9	15.07	24,411.31	15.05	27,081.72	15.03	29,418.32	15.03	19,612.22
10	15.30	24,785.60	15.28	27,497.59	15.26	29,870.59	15.26	19,913.73
11	17.68	28,647.16	17.64	31,750.84	17.66	34,570.07	17.66	23,046.71

School Secretary/Clerical Assistant to Teachers

Years Experience	Per Hour	216 Days Per Year Salary
0	12.57	20,355.74
1	12.83	20,776.81
2	12.96	20,987.35
3	13.26	21,478.61
4	13.40	21,712.54
5	13.60	22,040.05
6	13.75	22,273.98
7	13.86	22,461.12
8	13.99	22,671.66
9	14.15	22,928.99
10	14.41	23,350.07
11	16.74	27,122.60

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Instructional Assistants
Salary Schedule
FYE June 30, 2018

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	12.53	17,572.23	12.50	19,319.27	12.49	20,238.77	12.53	11,652.17	12.52	18,495.88
1	12.80	17,957.02	12.78	19,743.17	12.77	20,683.24	12.80	11,907.33	12.79	18,901.25
2	12.95	18,159.55	12.92	19,966.27	12.91	20,917.17	12.95	12,041.63	12.94	19,114.60
3	13.25	18,584.85	13.23	20,434.78	13.22	21,408.43	13.25	12,323.64	13.24	19,562.65
4	13.40	18,787.37	13.37	20,657.88	13.36	21,642.36	13.40	12,457.94	13.38	19,776.00
5	13.61	19,091.16	13.59	20,992.54	13.58	21,993.26	13.61	12,659.38	13.60	20,096.04
6	13.76	19,293.69	13.73	21,215.64	13.72	22,227.19	13.76	12,793.67	13.75	20,309.39
7	13.89	19,475.96	13.86	21,416.43	13.85	22,437.73	13.89	12,914.54	13.88	20,501.41
8	14.00	19,637.98	13.98	21,594.91	13.97	22,624.88	14.00	13,021.97	13.99	20,672.09
9	14.18	19,881.01	14.15	21,862.63	14.14	22,905.60	14.18	13,183.13	14.16	20,928.12
10	14.44	20,245.55	14.41	22,264.22	14.40	23,326.67	14.44	13,424.86	14.42	21,312.16
11	16.89	23,686.65	16.84	26,020.77	16.82	27,249.25	16.89	15,706.65	16.88	24,937.27

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Substitute Aide: \$8.25 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, 2018

Aide 187 - 4 hours, 748 hours

Full Time Years Experience	Part Time Years Experience	Per Hour	Aide 187 4 Hr/Day
0	0	12.53	9,371.85
0	1	12.53	9,371.85
1	2	12.80	9,577.08
1	3	12.80	9,577.08
2	4	12.95	9,685.09
2	5	12.95	9,685.09
3	6	13.25	9,911.92
3	7	13.25	9,911.92
4	8	13.40	10,019.93
4	9	13.40	10,019.93
5	10	13.61	10,181.95
5	11	13.61	10,181.95
6	12	13.76	10,289.97
6	13	13.76	10,289.97
7	14	13.89	10,387.18
7	15	13.89	10,387.18
8	16	14.00	10,473.59
8	17	14.00	10,473.59
9	18	14.18	10,603.20
9	19	14.18	10,603.20
10	20	14.44	10,797.63
10	21	14.44	10,797.63
11	22	16.89	12,632.88
11	23	16.89	12,632.88

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, 2018

Years Experience	Per Hour	CDA 197 Salary	Per Hour	CDA 240 Salary
0	15.97	23,590.90	15.92	28,657.76
1	16.26	24,017.61	16.21	29,177.61
2	16.57	24,486.99	16.53	29,749.44
3	16.86	24,913.70	16.82	30,269.29
4	17.18	25,383.08	17.13	30,841.13
5	17.47	25,809.79	17.42	31,360.98
6	17.77	26,257.84	17.73	31,906.82
7	18.08	26,705.88	18.03	32,452.66
8	18.38	27,153.93	18.33	32,998.50
9	18.68	27,601.97	18.64	33,544.34
10	18.98	28,050.02	18.94	34,090.19
11	21.80	32,215.41	21.72	39,091.35

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, 2018

Years Experience	Per Year Salary
0	51,870.40
1	52,241.84
2	52,576.14
3	53,319.02
4	53,690.48
5	54,210.49
6	54,759.82
7	55,094.12
8	55,465.56
9	55,837.00
10	56,468.46
11	59,489.92

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, 2018
 (12 Months, 8 hours, 261 days = 2088 hours)

Heating, Cooling, Electrical Maintenance

Years Experience	Per Hour	Per Year Salary
0	15.86	33,122.28
1	16.20	33,815.76
2	16.34	34,117.27
3	16.64	34,750.45
4	16.76	34,991.66
5	17.00	35,504.23
6	17.13	35,775.59
7	17.28	36,077.10
8	17.42	36,378.62
9	17.54	36,619.83
10	17.81	37,192.70
11	20.38	42,560.15

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	18.11	37,819.90
1	18.43	38,489.67
2	18.55	38,733.22
3	18.89	39,433.43
4	19.03	39,737.87
5	19.24	40,164.09
6	19.40	40,498.97
7	19.51	40,742.53
8	19.67	41,077.41
9	19.80	41,351.41
10	20.08	41,929.84
11	22.82	47,640.47

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, 2018
(12 Months, 8 hours, 261 days = 2088 hours)
(11 Months, 4 Hours, 240 days = 960 hours)
Maintenance Department (Journeyman), Transportation Mechanic (Journeyman)

Years Experience	Per Hour	261 - Days Per Year Salary	240 - Days Per Year Salary
0	17.04	35,579.91	16,358.58
1	17.33	36,188.79	16,638.52
2	17.48	36,493.23	16,778.49
3	17.78	37,132.55	17,072.44
4	17.93	37,436.99	17,212.41
5	18.16	37,924.09	17,436.36
6	18.29	38,198.09	17,562.34
7	18.44	38,502.53	17,702.31
8	18.57	38,776.52	17,828.29
9	18.70	39,050.52	17,954.26
10	18.98	39,628.96	18,220.21
11	21.59	45,073.63	20,723.51

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	13.32	27,815.66	12,788.81
1	13.61	28,418.68	13,066.06
2	13.75	28,720.20	13,204.69
3	14.07	29,383.53	13,509.67
4	14.20	29,654.89	13,634.43
5	14.42	30,107.16	13,842.37
6	14.55	30,378.52	13,967.13
7	14.69	30,680.03	14,105.76
8	14.82	30,951.39	14,230.52
9	14.97	31,252.90	14,369.15
10	15.23	31,795.63	14,618.68
11	17.54	36,618.24	16,835.97

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
 Apprenticeship Salary Schedule
 FYE June 30, 2018
 (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	9.88	20,639.66	9.90 19,009.38
1	10.13	21,152.23	10.15 19,480.71
2	10.30	21,514.05	10.32 19,813.42
3	10.53	21,996.47	10.55 20,257.02
4	10.77	22,478.89	10.78 20,700.63
5	11.03	23,021.61	11.04 21,199.68
6	11.26	23,504.03	11.27 21,643.29
7	11.72	24,468.87	11.73 22,530.49
8	12.20	25,463.86	12.21 23,445.43
9	12.67	26,458.85	12.69 24,360.36
10	13.15	27,453.84	13.16 25,275.30
11	15.43	32,210.77	15.41 29,581.37

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, 2018

(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	13.47	13,781.56	0	13.36	19,874.25
1	13.85	14,165.64	1	13.73	20,432.92
2	14.03	14,357.68	2	13.92	20,712.25
3	14.48	14,815.62	3	14.37	21,378.35
4	14.73	15,066.75	4	14.61	21,743.63
5	15.07	15,421.29	5	14.96	22,259.32
6	15.28	15,628.10	6	15.16	22,560.14
7	15.48	15,834.92	7	15.36	22,860.96
8	15.72	16,086.05	8	15.61	23,226.24
9	15.91	16,278.09	9	15.80	23,505.57
10	16.33	16,706.49	10	16.22	24,128.70
11	19.35	19,795.26	11	19.13	28,468.55

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, 2018

Years Experience	Per Hour	8 Hr Day Per Year Salary	Per Hour	5.5 Hr Day Per Year Salary
0	9.87	14,691.91	9.99	10,218.70
1	10.05	14,949.76	10.16	10,395.97
2	10.22	15,207.60	10.34	10,573.24
3	10.39	15,465.45	10.51	10,750.50
4	10.60	15,766.27	10.71	10,957.32
5	10.78	16,045.60	10.90	11,149.36
6	10.97	16,324.93	11.09	11,341.40
7	11.19	16,647.24	11.30	11,562.98
8	11.39	16,948.06	11.51	11,769.80
9	11.59	17,248.88	11.71	11,976.61
10	11.79	17,549.70	11.91	12,183.42
11	13.27	19,750.28	13.49	13,801.44

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, 2018
 (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	12.54	26,187.49	12.55	24,104.59	12.60	19,858.64	18,003.90
1	12.80	26,730.21	12.81	24,603.65	12.86	20,268.28	18,377.02
2	12.95	27,031.73	12.96	24,880.90	13.00	20,495.86	18,584.31
3	13.28	27,725.21	13.29	25,518.58	13.34	21,019.29	19,061.08
4	13.39	27,966.42	13.41	25,740.38	13.45	21,201.35	19,226.91
5	13.64	28,478.99	13.65	26,211.71	13.70	21,588.23	19,579.30
6	13.75	28,720.20	13.77	26,433.51	13.81	21,770.29	19,745.14
7	13.88	28,991.56	13.90	26,683.04	13.94	21,975.12	19,931.70
8	14.06	29,353.37	14.07	27,015.75	14.12	22,248.21	20,180.44
9	14.17	29,594.58	14.19	27,237.55	14.23	22,430.27	20,346.28
10	14.43	30,137.31	14.45	27,736.60	14.49	22,839.91	20,719.40
11	16.68	34,822.60	16.69	32,044.92	16.74	26,380.69	23,940.54

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Substitute Custodian - \$8.25 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, 2018
(12 Months, 4 Hours, 261 days=1044 hours)

Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	12.54	13,093.75
0	1	12.54	13,093.75
1	2	12.80	13,365.11
1	3	12.80	13,365.11
2	4	12.95	13,515.86
2	5	12.95	13,515.86
3	6	13.28	13,862.60
3	7	13.28	13,862.60
4	8	13.39	13,983.21
4	9	13.39	13,983.21
5	10	13.64	14,239.49
5	11	13.64	14,239.49
6	12	13.75	14,360.10
6	13	13.75	14,360.10
7	14	13.88	14,495.78
7	15	13.88	14,495.78
8	16	14.06	14,676.69
8	17	14.06	14,676.69
9	18	14.17	14,797.29
9	19	14.17	14,797.29
10	20	14.43	15,068.65
10	21	14.43	15,068.65
11	22	16.68	17,411.30
11	23	16.68	17,411.30

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, 2018

Years Experience	Per Hour	Per Year Salary 7.5 Hours		Per Year Salary 8.0 Hours**
0	14.11	20,423.18	14.09	21,759.55
1	14.20	20,548.59	14.18	21,893.32
2	14.31	20,715.81	14.30	22,071.69
3	14.56	21,071.15	14.54	22,450.71
4	14.69	21,259.27	14.67	22,651.38
5	14.85	21,489.19	14.83	22,896.63
6	14.93	21,614.60	14.92	23,030.40
7	15.05	21,781.82	15.03	23,208.77
8	15.15	21,928.14	15.13	23,364.84
9	15.24	22,053.55	15.22	23,498.61
10	15.37	22,241.67	15.35	23,699.28
11	17.65	25,555.39	17.62	27,211.48

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, 2018
(7 Hours, 191 Days - 1337 Hours)

Years Experience	Per Hour	Per Year Salary
0	12.40	16,576.13
1	12.54	16,769.20
2	12.69	16,962.27
3	13.34	17,831.06
4	13.47	18,004.82
5	13.53	18,094.03
6	13.60	18,178.58
7	13.71	18,333.04
8	13.78	18,422.24
9	13.86	18,526.10
10	13.97	18,680.55
11	16.12	21,547.60

Nutrition Service Substitutes - \$8.25 per hour

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Nutrition Service Assistants
Salary Schedule
FYE June 30, 2018
(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	12.40	6,918.09
0	1	12.40	6,918.09
1	2	12.54	6,998.66
1	3	12.54	6,998.66
2	4	12.69	7,079.24
2	5	12.69	7,079.24
3	6	13.34	7,441.83
3	7	13.34	7,441.83
4	8	13.47	7,514.35
4	9	13.47	7,514.35
5	10	13.53	7,551.58
5	11	13.53	7,551.58
6	12	13.60	7,586.87
6	13	13.60	7,586.87
7	14	13.71	7,651.33
7	15	13.71	7,651.33
8	16	13.78	7,688.57
8	17	13.78	7,688.57
9	18	13.86	7,731.91
9	19	13.86	7,731.91
10	20	13.97	7,796.37
10	21	13.97	7,796.37
11	22	16.12	8,992.94
11	23	16.12	8,992.94

4 Hour Nutrition Services Assistant

Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	12.40	9,224.12
0	1	12.40	9,224.12
1	2	12.54	9,331.55
1	3	12.54	9,331.55
2	4	12.69	9,438.99
2	5	12.69	9,438.99
3	6	13.34	9,922.45
3	7	13.34	9,922.45
4	8	13.47	10,019.14
4	9	13.47	10,019.14
5	10	13.53	10,068.78
5	11	13.53	10,068.78
6	12	13.60	10,115.83
6	13	13.60	10,115.83
7	14	13.71	10,201.78
7	15	13.71	10,201.78
8	16	13.78	10,251.42
8	17	13.78	10,251.42
9	18	13.86	10,309.21
9	19	13.86	10,309.21
10	20	13.97	10,395.16
10	21	13.97	10,395.16
11	22	16.12	11,990.59
11	23	16.12	11,990.59

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**

2017-2018

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\$ 8.25 per hour

Adults working on school board projects
for a limited time.....\$ 8.25 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)\$14.65 per hour

Assistant (181 days).....\$10.65 per hour