

PRESENTED AND APPROVED
IN OPEN BOARD MEETING
DATE: 10/31/16
MIN. BK# 31
MIN BK PAGE # _____

BAKER COUNTY DISTRICT SCHOOL BOARD

SALARY SCHEDULES

2016-2017

TABLE OF CONTENTS

Page

Educational Leaders Salary Schedules

240 Days Contract (School Administrators hired prior to July 1, 2011).....	1
240 Days Contract (School Administrators hired on or after July 1, 2011)....	2
261 Days Contract (School Administrators hired prior to July 1, 2011).....	3
261 Days Contract (School Administrators hired on or after July 1, 2011)....	4
Responsibility Schedule.....	5

Teachers Salary Schedules

197 Days Contract (Teachers hired prior to July 1, 2011)	6
197 Days Contract (Teachers hired on or after July 1, 2011)	7
240 Days Contract (Teachers hired prior to July 1, 2011)	8
240 Days Contract (Teachers hired on or July 1, 2011)	9
261 Days Contract (Teachers hired prior to July 1, 2011)	10
261 Days Contract (Teachers hired on or July 1, 2011)	11
Summer School (Hourly Rate)	12
Part-Time Teaching.....	13
Supplements.....	14
Differentiated Pay.....	20

Instructional Personnel Salary Schedule Guidelines

Substitute Teacher/Nurse

Support Staff

Data Processing Student/Staff & Finance Manager	23
Social Worker/Attendance Officer	23

Health Services Salary Schedules

Specialist	24
School Health Nurse/RN/Case Manager.....	24
Classified Employees	25
Executive Secretary	26
Secretary I.....	27
Secretary II.....	27
Secretary III.....	27
Finance Aide I / Associate Superintendent Secretary I	28
Finance Aide II / Associate Superintendent Secretary II	28
Secretary/Nutrition Services Finance Aide I.....	28
Secretary/Nutrition Services Finance Aide II.....	28
Finance Aide I and II Part-time	29
Longevity.....	30
Non-Instructional Personnel Salary Schedule Guidelines	31
High School /Middle School Secretary-Bookkeeper.....	32
Pre-K Kindergarten Center Secretary-Bookkeeper.....	32
School Secretary-Bookkeeper & Data Processor	33
School Secretary/Clerical Assistant to Teachers	33
Instructional Assistants	34
Instructional Assistants Part-Time.....	35
Pre-Kindergarten Child Development Associate	36
Maintenance Department	
Maintenance Foreman/Inventory Manager	37

Heating, Cooling, Electrical Maintenance	38
Heating, Cooling, Electrical (Journeyman)	38
Maintenance Department (Journeyman)	39
Maintenance I	39
Apprentice	40

Transportation Department

Bus Garage Shop Manager	37
Mechanic II	39
Mechanic (Journeyman)	39
School Bus Driver	41
Substitute Bus Driver	41
Bus Aide	42
Substitute Bus Aide	42

Custodians and Landscape Technicians

261 Days Contract	43
197 Days Contract	43
Substitute Custodian	43
Part-Time Custodian	44

Nutrition Services

Warehouse/Inventory Clerk	39
Manager	45
Manager Table I	46
Assistant (7 hrs. 191 Days)	47

Assistant (3 hrs. 186 Days)48

Assistant (4 hrs. 186 Days)48

Miscellaneous Non-instructional

Part-Time, Temporary, Extra Duty49

Extended Day Enrichment Program49

Baker County School Board
Grandfather Educational Leader Salary Schedule: 240 Day Contract
FYE June 30, 2017

Years	Bachelors	Masters	Specialist	Doctorate
0	42,822	46,022	47,301	48,668
1	43,492	46,692	47,971	49,338
2	44,162	47,362	48,641	50,008
3	44,832	48,032	49,311	50,678
4	45,503	48,702	49,981	51,348
5	46,203	49,402	50,681	52,048
6	46,934	50,133	51,412	52,779
7	47,787	50,986	52,265	53,632
8	48,640	51,839	53,118	54,485
9	49,492	52,692	53,971	55,338
10	50,345	53,544	54,824	56,190
11	51,320	54,519	55,798	57,165
12	52,294	55,494	56,773	58,140
13	53,513	56,712	57,991	59,358
14	54,731	57,930	59,209	60,576
15	55,949	59,148	60,428	61,795
16	57,168	60,367	61,646	63,013
17	58,386	61,585	62,864	64,231
18	59,604	62,803	64,082	65,449
19	60,822	64,022	65,301	66,668
20	62,041	65,240	66,519	67,886
21	63,259	66,458	67,737	69,104
22	64,508	67,707	68,986	70,353
23	65,756	68,956	70,235	71,602
24	67,005	70,204	71,483	72,850
25	68,254	71,453	72,732	74,099

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	\$ 42,822
1	\$ 43,492
2	\$ 44,162
3	\$ 44,832
H.E.	(+671.00)
EFF.	(+670.75)

Step	Placement II
4	\$ 45,503
H.E.	(+702.00)
EFF.	(+701.75)

Step	Placement III
5	\$ 46,203
H.E.	(+732.00)
EFF.	(+731.75)

Step	Placement IV
6	\$ 46,934
7	\$ 47,787
8	\$ 48,640
9	\$ 49,492
H.E.	(+854.00)
EFF.	(+853.75)

Step	Placement V
10	\$ 50,345
11	\$ 51,320
H.E.	(+976.00)
EFF.	(+975.75)

Step	Placement VI
12	\$ 52,294
13	\$ 53,513
14	\$ 54,731
15	\$ 55,949
16	\$ 57,168
17	\$ 58,386
18	\$ 59,604
19	\$ 60,822
20	\$ 62,041
H.E.	(+1219.00)
EFF.	(+1,218.75)

Step	Placement VII
21	\$ 63,259
22	\$ 64,508
23	\$ 65,756
24	\$ 67,005
25	\$ 68,254
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, 2017

Years	Bachelors	Masters	Specialist	Doctorate
0	46,569	50,048	51,440	52,926
1	47,298	50,777	52,168	53,655
2	48,027	51,506	52,897	54,383
3	48,755	52,234	53,626	55,112
4	49,484	52,963	54,354	55,841
5	50,246	53,725	55,116	56,603
6	51,041	54,520	55,911	57,397
7	51,968	55,447	56,838	58,325
8	52,896	56,375	57,766	59,252
9	53,823	57,302	58,693	60,180
10	54,750	58,229	59,621	61,107
11	55,810	59,289	60,681	62,167
12	56,870	60,349	61,740	63,227
13	58,195	61,674	63,065	64,552
14	59,520	62,999	64,390	65,877
15	60,845	64,324	65,715	67,202
16	62,170	65,649	67,040	68,526
17	63,495	66,974	68,365	69,851
18	64,819	68,299	69,690	71,176
19	66,144	69,623	71,015	72,501
20	67,469	70,948	72,339	73,826
21	68,794	72,273	73,664	75,151
22	70,152	73,631	75,022	76,509
23	71,510	74,989	76,380	77,867
24	72,868	76,347	77,738	79,225
25	74,226	77,705	79,096	80,583

Baker County School Board
Performance Pay Ed Leader Salary Schedule: 261 Day Contract*
FYE June 30, 2017

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	\$ 46,569
1	\$ 47,298
2	\$ 48,027
3	\$ 48,755
H.E.	(+730.00)
EFF.	(+729.75)

Step	Placement II
4	\$ 49,484
H.E.	(+762.00)
EFF.	(+761.75)

Step	Placement III
5	\$ 50,246
H.E.	(+796.00)
EFF.	(+795.75)

Step	Placement IV
6	\$ 51,041
7	\$ 51,968
8	\$ 52,896
9	\$ 53,823
H.E.	(+928.00)
EFF.	(+927.75)

Step	Placement V
10	\$ 54,750
11	\$ 55,810
H.E.	(+1061.00)
EFF.	(+1060.75)

Step	Placement VI
12	\$ 56,870
13	\$ 58,195
14	\$ 59,520
15	\$ 60,845
16	\$ 62,170
17	\$ 63,495
18	\$ 64,819
19	\$ 66,144
20	\$ 67,469
H.E.	(+1,326.00)
EFF.	(+1,325.75)

Step	Placement VII
21	\$ 68,794
22	\$ 70,152
23	\$ 71,510
24	\$ 72,868
25	\$ 74,226
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.

**2016-2017 Baker County
Educational Leaders' Responsibility Schedule**

FYE June 30, 2017

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, 2017

Years	Bachelors	Masters	Specialist	Doctorate
0	35,150	37,776	38,826	39,948
1	35,700	38,326	39,376	40,498
2	36,250	38,876	39,926	41,048
3	36,800	39,426	40,476	41,598
4	37,350	39,976	41,026	42,148
5	37,925	40,551	41,601	42,723
6	38,525	41,151	42,201	43,323
7	39,225	41,851	42,901	44,023
8	39,925	42,551	43,601	44,723
9	40,625	43,251	44,301	45,423
10	41,325	43,951	45,001	46,123
11	42,125	44,751	45,801	46,923
12	42,925	45,551	46,601	47,723
13	43,925	46,551	47,601	48,723
14	44,925	47,551	48,601	49,723
15	45,925	48,551	49,601	50,723
16	46,925	49,551	50,601	51,723
17	47,925	50,551	51,601	52,723
18	48,925	51,551	52,601	53,723
19	49,925	52,551	53,601	54,723
20	50,925	53,551	54,601	55,723
21	51,925	54,551	55,601	56,723
22	52,950	55,576	56,626	57,748
23	53,975	56,601	57,651	58,773
24	55,000	57,626	58,676	59,798
25	56,025	58,651	59,701	60,823

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	\$ 35,150
1	\$ 35,700
2	\$ 36,250
3	\$ 36,800
H.E.	(+551.00)
EFF.	(+550.75)

Step	Placement II
4	\$ 37,350
H.E.	(+576.00)
EFF.	(+575.75)

Step	Placement III
5	\$ 37,925
H.E.	(+601.00)
EFF.	(+600.75)

Step	Placement IV
6	\$ 38,525
7	\$ 39,225
8	\$ 39,925
9	\$ 40,625
H.E.	(+701.00)
EFF.	(+700.75)

Step	Placement V
10	\$ 41,325
11	\$ 42,125
H.E.	(+801.00)
EFF.	(+800.75)

Step	Placement VI
12	\$ 42,925
13	\$ 43,925
14	\$ 44,925
15	\$ 45,925
16	\$ 46,925
17	\$ 47,925
18	\$ 48,925
19	\$ 49,925
20	\$ 50,925
H.E.	(+1,001.00)
EFF.	(+1,000.75)

Step	Placement VII
21	\$ 51,925
22	\$ 52,950
23	\$ 53,975
24	\$ 55,000
25	\$ 56,025
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, 2017

Years	Bachelors	Masters	Specialist	Doctorate
0	42,822	46,022	47,301	48,668
1	43,492	46,692	47,971	49,338
2	44,162	47,362	48,641	50,008
3	44,832	48,032	49,311	50,678
4	45,503	48,702	49,981	51,348
5	46,203	49,402	50,681	52,048
6	46,934	50,133	51,412	52,779
7	47,787	50,986	52,265	53,632
8	48,640	51,839	53,118	54,485
9	49,492	52,692	53,971	55,338
10	50,345	53,544	54,824	56,190
11	51,320	54,519	55,798	57,165
12	52,294	55,494	56,773	58,140
13	53,513	56,712	57,991	59,358
14	54,731	57,930	59,209	60,576
15	55,949	59,148	60,428	61,795
16	57,168	60,367	61,646	63,013
17	58,386	61,585	62,864	64,231
18	59,604	62,803	64,082	65,449
19	60,822	64,022	65,301	66,668
20	62,041	65,240	66,519	67,886
21	63,259	66,458	67,737	69,104
22	64,508	67,707	68,986	70,353
23	65,756	68,956	70,235	71,602
24	67,005	70,204	71,483	72,850
25	68,254	71,453	72,732	74,099

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	\$ 42,822	4	\$ 45,503	5	\$ 46,203	6	\$ 46,934	10	\$ 50,345	12	\$ 52,294	21	\$ 63,259
1	\$ 43,492	H.E.	(+702.00)	H.E.	(+732.00)	7	\$ 47,787	11	\$ 51,320	13	\$ 53,513	22	\$ 64,508
2	\$ 44,162	EFF.	(+701.75)	EFF.	(+731.75)	8	\$ 48,640	H.E.	(+976.00)	14	\$ 54,731	23	\$ 65,756
3	\$ 44,832					9	\$ 49,492	EFF.	(+975.75)	15	\$ 55,949	24	\$ 67,005
H.E.	(+671.00)					H.E.	(+854.00)			16	\$ 57,168	25	\$ 68,254
EFF.	(+670.75)					EFF.	(+853.75)			17	\$ 58,386	H.E.	(+1,250.00)
										18	\$ 59,604	EFF.	(+1,249.75)
										19	\$ 60,822		
										20	\$ 62,041		
										H.E.	(+1219.00)		
										EFF.	(+1,218.75)		

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, 2017

Years	Bachelors	Masters	Specialist	Doctorate
0	46,569	50,048	51,440	52,926
1	47,298	50,777	52,168	53,655
2	48,027	51,506	52,897	54,383
3	48,755	52,234	53,626	55,112
4	49,484	52,963	54,354	55,841
5	50,246	53,725	55,116	56,603
6	51,041	54,520	55,911	57,397
7	51,968	55,447	56,838	58,325
8	52,896	56,375	57,766	59,252
9	53,823	57,302	58,693	60,180
10	54,750	58,229	59,621	61,107
11	55,810	59,289	60,681	62,167
12	56,870	60,349	61,740	63,227
13	58,195	61,674	63,065	64,552
14	59,520	62,999	64,390	65,877
15	60,845	64,324	65,715	67,202
16	62,170	65,649	67,040	68,526
17	63,495	66,974	68,365	69,851
18	64,819	68,299	69,690	71,176
19	66,144	69,623	71,015	72,501
20	67,469	70,948	72,339	73,826
21	68,794	72,273	73,664	75,151
22	70,152	73,631	75,022	76,509
23	71,510	74,989	76,380	77,867
24	72,868	76,347	77,738	79,225
25	74,226	77,705	79,096	80,583

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	\$ 46,569
1	\$ 47,298
2	\$ 48,027
3	\$ 48,755
H.E.	(+730.00)
EFF.	(+729.75)

Step	Placement II
4	\$ 49,484
H.E.	(+762.00)
EFF.	(+761.75)

Step	Placement III
5	\$ 50,246
H.E.	(+796.00)
EFF.	(+795.75)

Step	Placement IV
6	\$ 51,041
7	\$ 51,968
8	\$ 52,896
9	\$ 53,823
H.E.	(+928.00)
EFF.	(+927.75)

Step	Placement V
10	\$ 54,750
11	\$ 55,810
H.E.	(+1061.00)
EFF.	(+1060.75)

Step	Placement VI
12	\$ 56,870
13	\$ 58,195
14	\$ 59,520
15	\$ 60,845
16	\$ 62,170
17	\$ 63,495
18	\$ 64,819
19	\$ 66,144
20	\$ 67,469
H.E.	(+1,326.00)
EFF.	(+1,325.75)

Step	Placement VII
21	\$ 68,794
22	\$ 70,152
23	\$ 71,510
24	\$ 72,868
25	\$ 74,226
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, 2017

Years	Bachelors	Masters	Specialist	Doctorate
0	23.79	25.57	26.28	27.04
1	24.16	25.94	26.65	27.41
2	24.53	26.31	27.02	27.78
3	24.91	26.68	27.39	28.15
4	25.28	27.06	27.77	28.53
5	25.67	27.45	28.16	28.92
6	26.07	27.85	28.56	29.32
7	26.55	28.33	29.04	29.80
8	27.02	28.80	29.51	30.27
9	27.50	29.27	29.98	30.74
10	27.97	29.75	30.46	31.22
11	28.51	30.29	31.00	31.76
12	29.05	30.83	31.54	32.30
13	29.73	31.51	32.22	32.98
14	30.41	32.18	32.89	33.65
15	31.08	32.86	33.57	34.33
16	31.76	33.54	34.25	35.01
17	32.44	34.21	34.92	35.68
18	33.11	34.89	35.60	36.36
19	33.79	35.57	36.28	37.04
20	34.47	36.24	36.95	37.71
21	35.14	36.92	37.63	38.39
22	35.84	37.61	38.33	39.08
23	36.53	38.31	39.02	39.78
24	37.23	39.00	39.71	40.47
25	37.92	39.70	40.41	41.17

Baker County School Board
2016-2017 PART-TIME TEACHING SALARY SCHEDULE

FYE June 30, 2017

<u>DEGREE</u>	<u>TYPE OF CONTRACT</u>	<u>MINIMUM HOURLY RATE</u>
Bachelor's Degree	1 - 9	\$23.79
	10 - 14	27.97
	15 - Up	31.08
Master's Degree	1 - 9	25.57
	10 - 14	29.75
	15 - Up	32.86
Specialist Degree	1 - 9	26.28
	10 - 14	30.46
	15 - Up	33.57
Doctor's Degree	1 - 9	27.04
	10 - 14	31.22
	15 - Up	34.33

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.

2016-2017 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2017

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.....	1,855.00
Girls' Weightlifting Coach	1,855.00
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

2016-2017 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2017

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

2016-2017 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2017

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

2016-2017 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2017

Academic Clubs and Student Organizations

Beta Club

High School	450.00
Middle School	450.00

Technology Student Association

High School	450.00
Middle School	450.00

Student Council

High School	450.00
Middle School	450.00

Future Educators Club Sponsor

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

"Just Say No" Club Sponsor

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

Youth Power Club Sponsor

High School	225.00
Middle School	225.00

High School Class Sponsor

Senior Class Sponsor	525.00
Junior Class Sponsor	525.00
Sophomore Class Sponsor	225.00
Freshman Class Sponsor	225.00

Annual Yearbook

BCHS	1,500.00
BCMS	900.00
Intermediate School	600.00
Macclenny Elementary	600.00
Westside Elementary	600.00
Pre-K Kindergarten Center	600.00

Enrichment

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

2016-2017 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2017

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

**2016-2017 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS**

FYE June 30, 2017

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	800.00

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.**

2016-17 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 2016-2017

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

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

FYE June 30, 2017

**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 notification, in writing, to the Finance Office by August 1st, newly earned advanced degrees will be pro-rated from January 1st, 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 1st, 1987 will be grand fathered 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, 2017

Years Experience	197 days Annual Contract Salary	197 days Masters Contract Salary	186 days Annual Contract Salary	186 days Masters Contract Salary
0	35,150	37,776	33,187	35,667
1	35,700	38,326	33,707	36,186
2	36,250	38,876	34,226	36,705
3	36,800	39,426	34,745	37,225
4	37,350	39,976	35,264	37,744
5	37,925	40,551	35,807	38,287
6	38,525	41,151	36,374	38,853
7	39,225	41,851	37,035	39,514
8	39,925	42,551	37,696	40,175
9	40,625	43,251	38,357	40,836
10	41,325	43,951	39,018	41,497
11	42,125	44,751	39,773	42,252
12	42,925	45,551	40,528	43,008
13	43,925	46,551	41,472	43,952
14	44,925	47,551	42,416	44,896
15	45,925	48,551	43,361	45,840
16	46,925	49,551	44,305	46,784
17	47,925	50,551	45,249	47,728
18	48,925	51,551	46,193	48,673
19	49,925	52,551	47,137	49,617
20	50,925	53,551	48,081	50,561
21	51,925	54,551	49,026	51,505
22	52,950	55,576	49,993	52,473
23	53,975	56,601	50,961	53,441
24	55,000	57,626	51,929	54,408
25	56,025	58,651	52,897	55,376

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, 2017

Years Experience	(Ex. Sec.) Annual Salary
0	38,232.06
1	38,525.57
2	38,819.11
3	39,468.41
4	39,761.95
5	40,233.36
6	40,704.78
7	40,998.30
8	41,291.84
9	41,585.35
10	42,145.73
11	43,619.35
12	43,912.89
13	44,206.40
14	44,499.94
15	44,793.45
16	45,086.99
17	45,380.50
18	46,543.90

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Secretary Salary Schedule - 261 Days and 240
FYE June 30, 2017

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	35,510.28	34,567.44	33,103.36	32,653.13	31,786.15	30,439.87
1	35,803.79	34,860.96	33,396.90	32,923.03	32,056.05	30,709.79
2	36,097.33	35,154.49	33,690.41	33,192.95	32,325.97	30,979.69
3	36,746.63	35,803.79	34,339.74	33,790.01	32,923.03	31,576.77
4	37,040.17	36,097.33	34,633.25	34,059.92	33,192.95	31,846.67
5	37,511.58	36,568.74	35,104.68	34,493.40	33,626.43	32,280.17
6	37,983.01	37,040.17	35,576.09	34,926.90	34,059.92	32,713.65
7	38,276.52	37,333.68	35,869.62	35,196.80	34,329.82	32,983.56
8	38,570.06	37,627.22	36,163.14	35,466.72	34,599.74	33,253.46
9	38,863.57	37,920.73	36,456.67	35,736.62	34,869.64	33,523.38
10	39,423.95	38,481.11	37,017.03	36,251.91	35,384.93	34,038.65
11	40,897.57	39,954.74	38,490.68	37,606.96	36,739.99	35,393.72
12	41,191.11	40,248.27	38,784.19	37,876.88	37,009.90	35,663.63
13	41,484.62	40,541.79	39,077.73	38,146.78	37,279.80	35,933.54
14	41,778.16	40,835.32	39,371.24	38,416.70	37,549.72	36,203.44
15	42,071.67	41,128.84	39,664.78	38,686.60	37,819.62	36,473.36
16	42,365.21	41,422.37	39,958.29	38,956.51	38,089.54	36,743.26
17	42,658.72	41,715.89	40,251.83	39,226.41	38,359.44	37,013.17
18	43,795.89	42,843.96	41,365.77	40,272.08	39,396.74	38,037.49

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, 2017

	(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	38,232.06	35,510.28	35,155.91	32,653.13
1	38,525.57	35,803.79	35,425.82	32,923.03
2	38,819.11	36,097.33	35,695.73	33,192.95
3	39,468.41	36,746.63	36,292.79	33,790.01
4	39,761.95	37,040.17	36,562.71	34,059.92
5	40,233.36	37,511.58	36,996.19	34,493.40
6	40,704.78	37,983.01	37,429.69	34,926.90
7	40,998.30	38,276.52	37,699.59	35,196.80
8	41,291.84	38,570.06	37,969.50	35,466.72
9	41,585.35	38,863.57	38,239.40	35,736.62
10	42,145.73	39,423.95	38,754.69	36,251.91
11	43,619.35	40,897.57	40,109.75	37,606.96
12	43,912.89	41,191.11	40,379.67	37,876.88
13	44,206.40	41,484.62	40,649.57	38,146.78
14	44,499.94	41,778.16	40,919.48	38,416.70
15	44,793.45	43,850.62	41,189.38	40,322.40
16	45,086.99	44,144.15	41,459.30	40,592.32
17	45,380.50	44,437.67	41,729.20	40,862.22
18	46,543.90	45,591.97	42,798.99	41,923.65

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, 2017

Years Experience	(Fin I) 240 Days 3.5 Hours per Day	(Fin II) 240 Days 3.5 Hours per Day
	Annual Salary	Annual Salary
0	16,406.09	15,238.13
1	16,406.09	15,238.13
2	16,532.05	15,364.08
3	16,532.05	15,364.08
4	16,658.01	15,490.04
5	16,658.01	15,490.04
6	16,936.64	15,768.67
7	16,936.64	15,768.67
8	17,062.60	15,894.63
9	17,062.60	15,894.63
10	17,264.89	16,096.92
11	17,264.89	16,096.92
12	17,467.19	16,299.22
13	17,467.19	16,299.22
14	17,593.14	16,425.17
15	17,593.14	16,425.17
16	17,719.10	16,551.14
17	17,719.10	16,551.14
18	17,845.06	16,677.09
19	17,845.06	16,677.09
20	18,085.52	16,917.56
21	18,085.52	16,917.56
22	18,717.88	17,549.92
23	18,717.88	17,549.92
24	18,843.84	17,675.88
25	18,843.84	17,675.88
26	18,969.80	17,801.83
27	18,969.80	17,801.83
28	19,095.76	17,927.79
29	19,095.76	17,927.79
30	19,221.71	18,817.12
31	19,221.71	18,817.12
32	19,347.67	18,943.08
33	19,347.67	18,943.08
34	19,473.63	19,069.04
35	19,473.63	19,069.04
36	19,972.86	19,564.37

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 \$900.00 as part of their base salary. Eligibility for this \$900.00 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 \$1,500 as part of their base salary. Eligibility for this \$1,500.00 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 \$2,000.00 as part of their base salary.

**NON-INSTRUCTIONAL PERSONNEL
SALARY SCHEDULE GUIDELINES
AWARD FOR COLLEGE SEMESTER HOURS
2016-2017**

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, 2017

Years Experience	Salary 261 - Days	Salary 240 - Days
0	33,554.79	30,854.98
1	33,851.94	31,128.22
2	34,186.24	31,435.62
3	34,817.70	32,016.28
4	35,152.00	32,323.68
5	35,634.87	32,767.70
6	36,147.07	33,238.68
7	36,444.21	33,511.92
8	36,704.22	33,751.01
9	37,038.52	34,058.41
10	37,595.69	34,570.75
11	39,110.10	35,963.31
12	39,407.26	36,236.56
13	39,704.40	36,509.80
14	40,038.70	36,817.20
15	40,335.87	37,090.45
16	40,670.15	37,397.84
17	40,967.31	37,671.09
18	42,091.83	38,705.13

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, 2017

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	13.17	21,328.66	13.14	23,656.55	13.13	25,693.46	13.13	17,128.97
1	13.44	21,773.13	13.42	24,150.41	13.40	26,230.53	13.40	17,487.02
2	13.58	22,007.06	13.56	24,410.33	13.54	26,513.20	13.54	17,675.46
3	13.87	22,474.93	13.85	24,930.18	13.83	27,078.53	13.83	18,052.35
4	14.00	22,685.47	13.98	25,164.11	13.96	27,332.93	13.96	18,221.96
5	14.22	23,036.36	14.20	25,554.00	14.18	27,756.93	14.18	18,504.62
6	14.38	23,293.69	14.36	25,839.92	14.34	28,067.87	14.34	18,711.91
7	14.49	23,480.84	14.47	26,047.86	14.45	28,294.00	14.45	18,862.67
8	14.64	23,714.77	14.62	26,307.78	14.60	28,576.67	14.60	19,051.11
9	14.77	23,925.31	14.75	26,541.72	14.73	28,831.07	14.73	19,220.72
10	15.00	24,299.60	14.98	26,957.59	14.96	29,283.34	14.96	19,522.23
11	17.38	28,161.16	17.34	31,210.84	17.36	33,982.82	17.36	22,655.21

School Secretary/Clerical Assistant to Teachers

Years Experience	Per Hour	216 Days Per Year Salary
0	12.27	19,869.74
1	12.53	20,290.81
2	12.66	20,501.35
3	12.96	20,992.61
4	13.10	21,226.54
5	13.30	21,554.05
6	13.45	21,787.98
7	13.56	21,975.12
8	13.69	22,185.66
9	13.85	22,442.99
10	14.11	22,864.07
11	16.44	26,636.60

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Instructional Assistants
Salary Schedule
FYE June 30, 2017

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	12.23	17,151.48	12.20	18,855.77	12.19	19,752.77	12.23	11,373.17	12.22	18,052.63
1	12.50	17,536.27	12.48	19,279.67	12.47	20,197.24	12.50	11,628.33	12.49	18,458.00
2	12.65	17,738.80	12.62	19,502.77	12.61	20,431.17	12.65	11,762.63	12.64	18,671.35
3	12.95	18,164.10	12.93	19,971.28	12.92	20,922.43	12.95	12,044.64	12.94	19,119.40
4	13.10	18,366.62	13.07	20,194.38	13.06	21,156.36	13.10	12,178.94	13.08	19,332.75
5	13.31	18,670.41	13.29	20,529.04	13.28	21,507.26	13.31	12,380.38	13.30	19,652.79
6	13.46	18,872.94	13.43	20,752.14	13.42	21,741.19	13.46	12,514.67	13.45	19,866.14
7	13.59	19,055.21	13.56	20,952.93	13.55	21,951.73	13.59	12,635.54	13.58	20,058.16
8	13.70	19,217.23	13.68	21,131.41	13.67	22,138.88	13.70	12,742.97	13.69	20,228.84
9	13.88	19,460.26	13.85	21,399.13	13.84	22,419.60	13.88	12,904.13	13.86	20,484.87
10	14.14	19,824.80	14.11	21,800.72	14.10	22,840.67	14.14	13,145.86	14.12	20,868.91
11	16.59	23,265.90	16.54	25,557.27	16.52	26,763.25	16.59	15,427.65	16.58	24,494.02

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, 2017

Aide 187 - 4 hours, 748 hours

Full Time Years Experience	Part Time Years Experience	Per Hour	Aide 187 4 Hr/Day
0	0	12.23	9,147.45
0	1	12.23	9,147.45
1	2	12.50	9,352.68
1	3	12.50	9,352.68
2	4	12.65	9,460.69
2	5	12.65	9,460.69
3	6	12.95	9,687.52
3	7	12.95	9,687.52
4	8	13.10	9,795.53
4	9	13.10	9,795.53
5	10	13.31	9,957.55
5	11	13.31	9,957.55
6	12	13.46	10,065.57
6	13	13.46	10,065.57
7	14	13.59	10,162.78
7	15	13.59	10,162.78
8	16	13.70	10,249.19
8	17	13.70	10,249.19
9	18	13.88	10,378.80
9	19	13.88	10,378.80
10	20	14.14	10,573.23
10	21	14.14	10,573.23
11	22	16.59	12,408.48
11	23	16.59	12,408.48

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, 2017

Years Experience	Per Hour	CDA 197 Salary	Per Hour	CDA 240 Salary
0	15.67	23,147.65	15.62	28,117.76
1	15.96	23,574.36	15.91	28,637.61
2	16.27	24,043.74	16.23	29,209.44
3	16.56	24,470.45	16.52	29,729.29
4	16.88	24,939.83	16.83	30,301.13
5	17.17	25,366.54	17.12	30,820.98
6	17.47	25,814.59	17.43	31,366.82
7	17.78	26,262.63	17.73	31,912.66
8	18.08	26,710.68	18.03	32,458.50
9	18.38	27,158.72	18.34	33,004.34
10	18.68	27,606.77	18.64	33,550.19
11	21.50	31,772.16	21.42	38,551.35

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, 2017

Years Experience	Per Year Salary
0	51,244.00
1	51,615.44
2	51,949.74
3	52,692.62
4	53,064.08
5	53,584.09
6	54,133.42
7	54,467.72
8	54,839.16
9	55,210.60
10	55,842.06
11	58,863.52

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
 Heating Cooling, Electrical Maintenance
 Heating Cooling, Electrical (Journeyman)
 Safety Inspector
 Salary Schedule
 FYE June 30, 2017
 (12 Months, 8 hours, 261 days = 2088 hours)

Heating, Cooling, Electrical Maintenance

Years Experience	Per Hour	Per Year Salary
0	15.56	32,495.88
1	15.90	33,189.36
2	16.04	33,490.87
3	16.34	34,124.05
4	16.46	34,365.26
5	16.70	34,877.83
6	16.83	35,149.19
7	16.98	35,450.70
8	17.12	35,752.22
9	17.24	35,993.43
10	17.51	36,566.30
11	20.08	41,933.75

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	17.81	37,193.50
1	18.13	37,863.27
2	18.25	38,106.82
3	18.59	38,807.03
4	18.73	39,111.47
5	18.94	39,537.69
6	19.10	39,872.57
7	19.21	40,116.13
8	19.37	40,451.01
9	19.50	40,725.01
10	19.78	41,303.44
11	22.52	47,014.07

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, 2017
 (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	16.74	34,953.51	16,070.58
1	17.03	35,562.39	16,350.52
2	17.18	35,866.83	16,490.49
3	17.48	36,506.15	16,784.44
4	17.63	36,810.59	16,924.41
5	17.86	37,297.69	17,148.36
6	17.99	37,571.69	17,274.34
7	18.14	37,876.13	17,414.31
8	18.27	38,150.12	17,540.29
9	18.40	38,424.12	17,666.26
10	18.68	39,002.56	17,932.21
11	21.29	44,447.23	20,435.51

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	13.02	27,189.26	12,500.81
1	13.31	27,792.28	12,778.06
2	13.45	28,093.80	12,916.69
3	13.77	28,757.13	13,221.67
4	13.90	29,028.49	13,346.43
5	14.12	29,480.76	13,554.37
6	14.25	29,752.12	13,679.13
7	14.39	30,053.63	13,817.76
8	14.52	30,324.99	13,942.52
9	14.67	30,626.50	14,081.15
10	14.93	31,169.23	14,330.68
11	17.24	35,991.84	16,547.97

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
 Apprenticeship Salary Schedule
 FYE June 30, 2017
 (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	9.58	20,013.26	9.60 18,433.38
1	9.83	20,525.83	9.85 18,904.71
2	10.00	20,887.65	10.02 19,237.42
3	10.23	21,370.07	10.25 19,681.02
4	10.47	21,852.49	10.48 20,124.63
5	10.73	22,395.21	10.74 20,623.68
6	10.96	22,877.63	10.97 21,067.29
7	11.42	23,842.47	11.43 21,954.49
8	11.90	24,837.46	11.91 22,869.43
9	12.37	25,832.45	12.39 23,784.36
10	12.85	26,827.44	12.86 24,699.30
11	15.13	31,584.37	15.11 29,005.37

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, 2017

(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	13.17	13,474.66	0	13.06	19,427.85
1	13.55	13,858.74	1	13.43	19,986.52
2	13.73	14,050.78	2	13.62	20,265.85
3	14.18	14,508.72	3	14.07	20,931.95
4	14.43	14,759.85	4	14.31	21,297.23
5	14.77	15,114.39	5	14.66	21,812.92
6	14.98	15,321.20	6	14.86	22,113.74
7	15.18	15,528.02	7	15.06	22,414.56
8	15.42	15,779.15	8	15.31	22,779.84
9	15.61	15,971.19	9	15.50	23,059.17
10	16.03	16,399.59	10	15.92	23,682.30
11	19.05	19,488.36	11	18.83	28,022.15

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 0 years experience for daily field trips whichever is more.

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, 2017

Years Experience	Per Hour	8 Hr Day Per Year Salary	Per Hour	5.5 Hr Day Per Year Salary
0	9.57	14,245.51	9.69	9,911.80
1	9.75	14,503.36	9.86	10,089.07
2	9.92	14,761.20	10.04	10,266.34
3	10.09	15,019.05	10.21	10,443.60
4	10.30	15,319.87	10.41	10,650.42
5	10.48	15,599.20	10.60	10,842.46
6	10.67	15,878.53	10.79	11,034.50
7	10.89	16,200.84	11.00	11,256.08
8	11.09	16,501.66	11.21	11,462.90
9	11.29	16,802.48	11.41	11,669.71
10	11.49	17,103.30	11.61	11,876.52
11	12.97	19,303.88	13.19	13,494.54

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, 2017

(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	Per	261 - days	Per	240 - days	Per	197 -days	261 - Days
Experience	Hour	Salary	Hour	Salary	Hour	Salary	5.5 Hrs/Day Salary
0	12.24	25,561.09	12.25	23,528.59	12.30	19,385.84	17,573.25
1	12.50	26,103.81	12.51	24,027.65	12.56	19,795.48	17,946.37
2	12.65	26,405.33	12.66	24,304.90	12.70	20,023.06	18,153.66
3	12.98	27,098.81	12.99	24,942.58	13.04	20,546.49	18,630.43
4	13.09	27,340.02	13.11	25,164.38	13.15	20,728.55	18,796.26
5	13.34	27,852.59	13.35	25,635.71	13.40	21,115.43	19,148.65
6	13.45	28,093.80	13.47	25,857.51	13.51	21,297.49	19,314.49
7	13.58	28,365.16	13.60	26,107.04	13.64	21,502.32	19,501.05
8	13.76	28,726.97	13.77	26,439.75	13.82	21,775.41	19,749.79
9	13.87	28,968.18	13.89	26,661.55	13.93	21,957.47	19,915.63
10	14.13	29,510.91	14.15	27,160.60	14.19	22,367.11	20,288.75
11	16.38	34,196.20	16.39	31,468.92	16.44	25,907.89	23,509.89

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, 2017
(12 Months, 4 Hours, 261 days=1044 hours)

Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	12.24	12,780.55
0	1	12.24	12,780.55
1	2	12.50	13,051.91
1	3	12.50	13,051.91
2	4	12.65	13,202.66
2	5	12.65	13,202.66
3	6	12.98	13,549.40
3	7	12.98	13,549.40
4	8	13.09	13,670.01
4	9	13.09	13,670.01
5	10	13.34	13,926.29
5	11	13.34	13,926.29
6	12	13.45	14,046.90
6	13	13.45	14,046.90
7	14	13.58	14,182.58
7	15	13.58	14,182.58
8	16	13.76	14,363.49
8	17	13.76	14,363.49
9	18	13.87	14,484.09
9	19	13.87	14,484.09
10	20	14.13	14,755.45
10	21	14.13	14,755.45
11	22	16.38	17,098.10
11	23	16.38	17,098.10

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, 2017

Years Experience	Per Hour	Per Year Salary 7.5 Hours	Per Year Salary 8.0 Hours**
0	13.81	19,988.93	13.79 21,296.35
1	13.90	20,114.34	13.88 21,430.12
2	14.01	20,281.56	14.00 21,608.49
3	14.26	20,636.90	14.24 21,987.51
4	14.39	20,825.02	14.37 22,188.18
5	14.55	21,054.94	14.53 22,433.43
6	14.63	21,180.35	14.62 22,567.20
7	14.75	21,347.57	14.73 22,745.57
8	14.85	21,493.89	14.83 22,901.64
9	14.94	21,619.30	14.92 23,035.41
10	15.07	21,807.42	15.05 23,236.08
11	17.35	25,121.14	17.32 26,748.28

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

<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, 2017
(7 Hours, 191 Days - 1337 Hours)

Years Experience	Per Hour	Per Year Salary
0	12.10	16,175.03
1	12.24	16,368.10
2	12.39	16,561.17
3	13.04	17,429.96
4	13.17	17,603.72
5	13.23	17,692.93
6	13.30	17,777.48
7	13.41	17,931.94
8	13.48	18,021.14
9	13.56	18,125.00
10	13.67	18,279.45
11	15.82	21,146.50

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, 2017

(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	12.10	6,750.69
0	1	12.10	6,750.69
1	2	12.24	6,831.26
1	3	12.24	6,831.26
2	4	12.39	6,911.84
2	5	12.39	6,911.84
3	6	13.04	7,274.43
3	7	13.04	7,274.43
4	8	13.17	7,346.95
4	9	13.17	7,346.95
5	10	13.23	7,384.18
5	11	13.23	7,384.18
6	12	13.30	7,419.47
6	13	13.30	7,419.47
7	14	13.41	7,483.93
7	15	13.41	7,483.93
8	16	13.48	7,521.17
8	17	13.48	7,521.17
9	18	13.56	7,564.51
9	19	13.56	7,564.51
10	20	13.67	7,628.97
10	21	13.67	7,628.97
11	22	15.82	8,825.54
11	23	15.82	8,825.54

4 Hour Nutrition Services Assistant

Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	12.10	9,000.92
0	1	12.10	9,000.92
1	2	12.24	9,108.35
1	3	12.24	9,108.35
2	4	12.39	9,215.79
2	5	12.39	9,215.79
3	6	13.04	9,699.25
3	7	13.04	9,699.25
4	8	13.17	9,795.94
4	9	13.17	9,795.94
5	10	13.23	9,845.58
5	11	13.23	9,845.58
6	12	13.30	9,892.63
6	13	13.30	9,892.63
7	14	13.41	9,978.58
7	15	13.41	9,978.58
8	16	13.48	10,028.22
8	17	13.48	10,028.22
9	18	13.56	10,086.01
9	19	13.56	10,086.01
10	20	13.67	10,171.96
10	21	13.67	10,171.96
11	22	15.82	11,767.39
11	23	15.82	11,767.39

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

2016-2017

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)..... \$14.35 per hour

Assistant (181 days) \$ 10.35 per hour