

PRESENTED AND APPROVED
IN OPEN BOARD MEETING
DATE: 5/16/2016
MIN. BK# 34
MIN BK PAGE # _____

BAKER COUNTY DISTRICT SCHOOL BOARD

SALARY SCHEDULES

2015-2016

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Baker County School Board
Grandfather Ed Leader Salary Schedule: 240 Day Contract
FYE June 30, 2016

Years	Bachelors	Masters	Specialist	Doctorate
0	42,213	45,412	46,692	48,058
1	42,883	46,082	47,362	48,729
2	43,553	46,752	48,032	49,399
3	44,223	47,423	48,702	50,069
4	44,893	48,093	49,372	50,739
5	45,594	48,793	50,072	51,439
6	46,325	49,524	50,803	52,170
7	47,178	50,377	51,656	53,023
8	48,030	51,230	52,509	53,876
9	48,883	52,082	53,362	54,729
10	49,736	52,935	54,214	55,581
11	50,711	53,910	55,189	56,556
12	51,685	54,884	56,164	57,531
13	52,904	56,103	57,382	58,749
14	54,122	57,321	58,600	59,967
15	55,340	58,539	59,818	61,185
16	56,558	59,758	61,037	62,404
17	57,777	60,976	62,255	63,622
18	58,995	62,194	63,473	64,840
19	60,213	63,412	64,692	66,058
20	61,431	64,631	65,910	67,277
21	62,650	65,849	67,128	68,495
22	63,898	67,098	68,377	69,744
23	65,147	68,346	69,626	70,992
24	66,396	69,595	70,874	72,241
25	67,645	70,844	72,123	73,490

Baker County School Board
Performance Pay Ed Leader Salary Schedule: 240 Day Contract*
FYE June 30, 2016

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	\$ 42,213	4	\$ 44,893	5	\$ 45,594	6	\$ 46,325	10	\$ 49,736	12	\$ 51,685	21	\$ 62,650
1	\$ 42,883	H.E.	(+702.00)	H.E.	(+732.00)	7	\$ 47,178	11	\$ 50,711	13	\$ 52,904	22	\$ 63,898
2	\$ 43,553	EFF.	(+701.75)	EFF.	(+731.75)	8	\$ 48,030	H.E.	(+976.00)	14	\$ 54,122	23	\$ 65,147
3	\$ 44,223					9	\$ 48,883	EFF.	(+975.75)	15	\$ 55,340	24	\$ 66,396
H.E.	(+671.00)					H.E.	(+854.00)			16	\$ 56,558	25	\$ 67,645
EFF.	(+670.75)					EFF.	(+853.75)			17	\$ 57,777	H.E.	(+1,250.00)
										18	\$ 58,995	EFF.	(+1,249.75)
										19	\$ 60,213		
										20	\$ 61,431		
										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 Ed Leader Salary Schedule: 261 Day Contract
FYE June 30, 2016

Years	Bachelors	Masters	Specialist	Doctorate
0	45,907	49,386	50,777	52,264
1	46,636	50,115	51,506	52,992
2	47,364	50,843	52,234	53,721
3	48,093	51,572	52,963	54,450
4	48,822	52,301	53,692	55,178
5	49,583	53,062	54,454	55,940
6	50,378	53,857	55,249	56,735
7	51,306	54,785	56,176	57,662
8	52,233	55,712	57,103	58,590
9	53,161	56,640	58,031	59,517
10	54,088	57,567	58,958	60,445
11	55,148	58,627	60,018	61,505
12	56,208	59,687	61,078	62,564
13	57,533	61,012	62,403	63,889
14	58,857	62,337	63,728	65,214
15	60,182	63,661	65,053	66,539
16	61,507	64,986	66,377	67,864
17	62,832	66,311	67,702	69,189
18	64,157	67,636	69,027	70,514
19	65,482	68,961	70,352	71,839
20	66,807	70,286	71,677	73,163
21	68,132	71,611	73,002	74,488
22	69,490	72,969	74,360	75,846
23	70,848	74,327	75,718	77,204
24	72,206	75,685	77,076	78,562
25	73,564	77,043	78,434	79,920

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	\$ 45,907	4	\$ 48,822	5	\$ 49,583	6	\$ 50,378	10	\$ 54,088	12	\$ 56,208	21	\$ 68,132
1	\$ 46,636	H.E.	(+762.00)	H.E.	(+796.00)	7	\$ 51,306	11	\$ 55,148	13	\$ 57,533	22	\$ 69,490
2	\$ 47,364	EFF.	(+761.75)	EFF.	(+795.75)	8	\$ 52,233	H.E.	(+1061.00)	14	\$ 58,857	23	\$ 70,848
3	\$ 48,093					9	\$ 53,161	EFF.	(+1060.75)	15	\$ 60,182	24	\$ 72,206
H.E.	(+730.00)					H.E.	(+928.00)			16	\$ 61,507	25	\$ 73,564
EFF.	(+729.75)					EFF.	(+927.75)			17	\$ 62,832	H.E.	(+1,359.00)
										18	\$ 64,157	EFF.	(+1,358.75)
										19	\$ 65,482		
										20	\$ 66,807		
										H.E.	(+1,326.00)		
										EFF.	(+1,325.75)		

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.

**2015-2016 Baker County
Educational Leaders' Responsibility Schedule**

FYE June 30, 2016

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, 2016

Years	Bachelors	Masters	Specialist	Doctorate
0	34,650	37,276	38,326	39,448
1	35,200	37,826	38,876	39,998
2	35,750	38,376	39,426	40,548
3	36,300	38,926	39,976	41,098
4	36,850	39,476	40,526	41,648
5	37,425	40,051	41,101	42,223
6	38,025	40,651	41,701	42,823
7	38,725	41,351	42,401	43,523
8	39,425	42,051	43,101	44,223
9	40,125	42,751	43,801	44,923
10	40,825	43,451	44,501	45,623
11	41,625	44,251	45,301	46,423
12	42,425	45,051	46,101	47,223
13	43,425	46,051	47,101	48,223
14	44,425	47,051	48,101	49,223
15	45,425	48,051	49,101	50,223
16	46,425	49,051	50,101	51,223
17	47,425	50,051	51,101	52,223
18	48,425	51,051	52,101	53,223
19	49,425	52,051	53,101	54,223
20	50,425	53,051	54,101	55,223
21	51,425	54,051	55,101	56,223
22	52,450	55,076	56,126	57,248
23	53,475	56,101	57,151	58,273
24	54,500	57,126	58,176	59,298
25	55,525	58,151	59,201	60,323

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.

Placement I		Placement II		Placement III		Placement IV		Placement V		Placement VI		Placement VII	
Step		Step		Step		Step		Step		Step		Step	
0	\$ 34,650	4	\$ 36,850	5	\$ 37,425	6	\$ 38,025	10	\$ 40,825	12	\$ 42,425	21	\$ 51,425
1	\$ 35,200	H.E.	(+576.00)	H.E.	(+601.00)	7	\$ 38,725	11	\$ 41,625	13	\$ 43,425	22	\$ 52,450
2	\$ 35,750	EFF.	(+575.75)	EFF.	(+600.75)	8	\$ 39,425	H.E.	(+801.00)	14	\$ 44,425	23	\$ 53,475
3	\$ 36,300					9	\$ 40,125	EFF.	(+800.75)	15	\$ 45,425	24	\$ 54,500
H.E.	(+551.00)					H.E.	(+701.00)			16	\$ 46,425	25	\$ 55,525
EFF.	(+550.75)					EFF.	(+700.75)			17	\$ 47,425	H.E.	(+1,026.00)
										18	\$ 48,425	EFF.	(+1,025.75)
										19	\$ 49,425		
										20	\$ 50,425		
										H.E.	(+1,001.00)		
										EFF.	(+1,000.75)		

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, 2016

Years	Bachelors	Masters	Specialist	Doctorate
0	42,213	45,412	46,692	48,058
1	42,883	46,082	47,362	48,729
2	43,553	46,752	48,032	49,399
3	44,223	47,423	48,702	50,069
4	44,893	48,093	49,372	50,739
5	45,594	48,793	50,072	51,439
6	46,325	49,524	50,803	52,170
7	47,178	50,377	51,656	53,023
8	48,030	51,230	52,509	53,876
9	48,883	52,082	53,362	54,729
10	49,736	52,935	54,214	55,581
11	50,711	53,910	55,189	56,556
12	51,685	54,884	56,164	57,531
13	52,904	56,103	57,382	58,749
14	54,122	57,321	58,600	59,967
15	55,340	58,539	59,818	61,185
16	56,558	59,758	61,037	62,404
17	57,777	60,976	62,255	63,622
18	58,995	62,194	63,473	64,840
19	60,213	63,412	64,692	66,058
20	61,431	64,631	65,910	67,277
21	62,650	65,849	67,128	68,495
22	63,898	67,098	68,377	69,744
23	65,147	68,346	69,626	70,992
24	66,396	69,595	70,874	72,241
25	67,645	70,844	72,123	73,490

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	\$ 42,213	4	\$ 44,893	5	\$ 45,594	6	\$ 46,325	10	\$ 49,736	12	\$ 51,685	21	\$ 62,650
1	\$ 42,883	H.E.	(+702.00)	H.E.	(+732.00)	7	\$ 47,178	11	\$ 50,711	13	\$ 52,904	22	\$ 63,898
2	\$ 43,553	EFF.	(+701.75)	EFF.	(+731.75)	8	\$ 48,030	H.E.	(+976.00)	14	\$ 54,122	23	\$ 65,147
3	\$ 44,223					9	\$ 48,883	EFF.	(+975.75)	15	\$ 55,340	24	\$ 66,396
H.E.	(+671.00)					H.E.	(+854.00)			16	\$ 56,558	25	\$ 67,645
EFF.	(+670.75)					EFF.	(+853.75)			17	\$ 57,777	H.E.	(+1,250.00)
										18	\$ 58,995	EFF.	(+1,249.75)
										19	\$ 60,213		
										20	\$ 61,431		
										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, 2016

Years	Bachelors	Masters	Specialist	Doctorate
0	45,907	49,386	50,777	52,264
1	46,636	50,115	51,506	52,992
2	47,364	50,843	52,234	53,721
3	48,093	51,572	52,963	54,450
4	48,822	52,301	53,692	55,178
5	49,583	53,062	54,454	55,940
6	50,378	53,857	55,249	56,735
7	51,306	54,785	56,176	57,662
8	52,233	55,712	57,103	58,590
9	53,161	56,640	58,031	59,517
10	54,088	57,567	58,958	60,445
11	55,148	58,627	60,018	61,505
12	56,208	59,687	61,078	62,564
13	57,533	61,012	62,403	63,889
14	58,857	62,337	63,728	65,214
15	60,182	63,661	65,053	66,539
16	61,507	64,986	66,377	67,864
17	62,832	66,311	67,702	69,189
18	64,157	67,636	69,027	70,514
19	65,482	68,961	70,352	71,839
20	66,807	70,286	71,677	73,163
21	68,132	71,611	73,002	74,488
22	69,490	72,969	74,360	75,846
23	70,848	74,327	75,718	77,204
24	72,206	75,685	77,076	78,562
25	73,564	77,043	78,434	79,920

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

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

Step	Placement I
0	\$ 45,907
1	\$ 46,636
2	\$ 47,364
3	\$ 48,093
H.E.	(+730.00)
EFF.	(+729.75)

Step	Placement II
4	\$ 48,822
H.E.	(+762.00)
EFF.	(+761.75)

Step	Placement III
5	\$ 49,583
H.E.	(+796.00)
EFF.	(+795.75)

Step	Placement IV
6	\$ 50,378
7	\$ 51,306
8	\$ 52,233
9	\$ 53,161
H.E.	(+928.00)
EFF.	(+927.75)

Step	Placement V
10	\$ 54,088
11	\$ 55,148
H.E.	(+1061.00)
EFF.	(+1060.75)

Step	Placement VI
12	\$ 56,208
13	\$ 57,533
14	\$ 58,857
15	\$ 60,182
16	\$ 61,507
17	\$ 62,832
18	\$ 64,157
19	\$ 65,482
20	\$ 66,807
H.E.	(+1,326.00)
EFF.	(+1,325.75)

Step	Placement VII
21	\$ 68,132
22	\$ 69,490
23	\$ 70,848
24	\$ 72,206
25	\$ 73,564
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, 2016

Years	Bachelors	Masters	Specialist	Doctorate
0	23.45	25.23	25.94	26.70
1	23.82	25.60	26.31	27.07
2	24.20	25.97	26.68	27.44
3	24.57	26.35	27.06	27.82
4	24.94	26.72	27.43	28.19
5	25.33	27.11	27.82	28.58
6	25.74	27.51	28.22	28.98
7	26.21	27.99	28.70	29.46
8	26.68	28.46	29.17	29.93
9	27.16	28.93	29.65	30.40
10	27.63	29.41	30.12	30.88
11	28.17	29.95	30.66	31.42
12	28.71	30.49	31.20	31.96
13	29.39	31.17	31.88	32.64
14	30.07	31.85	32.56	33.32
15	30.74	32.52	33.23	33.99
16	31.42	33.20	33.91	34.67
17	32.10	33.88	34.59	35.35
18	32.77	34.55	35.26	36.02
19	33.45	35.23	35.94	36.70
20	34.13	35.91	36.62	37.38
21	34.81	36.58	37.29	38.05
22	35.50	37.28	37.99	38.75
23	36.19	37.97	38.68	39.44
24	36.89	38.66	39.37	40.13
25	37.58	39.36	40.07	40.83

**Baker County School Board
2015-2016 PART-TIME TEACHING SALARY SCHEDULE**

FYE June 30, 2016

<u>DEGREE</u>	<u>TYPE OF CONTRACT</u>	<u>MINIMUM HOURLY RATE</u>
Bachelor's Degree	1 - 9	\$23.45
	10 - 14	27.63
	15 - Up	30.74
Master's Degree	1 - 9	25.23
	10 - 14	29.41
	15 - Up	32.52
Specialist Degree	1 - 9	25.94
	10 - 14	30.12
	15 - Up	33.23
Doctor's Degree	1 - 9	26.70
	10 - 14	30.88
	15 - Up	33.99

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.

2015-2016 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2016

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

2015-2016 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2016

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

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

High School Dance Drill Team

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

2015-2016 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2016

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

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

2015-2016 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2016

Student Council

High School.....	450.00
Middle School.....	450.00

Future Educators Club Sponsor

High School (1).....	1,545.00
Middle School (1)	1,030.00

"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

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

2015-2016 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2016

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

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

**2015-2016 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS**

FYE June 30, 2016

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.

**2015-16 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 2015-16 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 2015-2016

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 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, 2016

Years Experienc	197 days Annual Contract Salary	197 days Masters Contract Salary	186 days Annual Contract Salary	186 days Masters Contract Salary
0	34,650	37,276	32,715	35,195
1	35,200	37,826	33,235	35,714
2	35,750	38,376	33,754	36,233
3	36,300	38,926	34,273	36,752
4	36,850	39,476	34,792	37,272
5	37,425	40,051	35,335	37,815
6	38,025	40,651	35,902	38,381
7	38,725	41,351	36,563	39,042
8	39,425	42,051	37,224	39,703
9	40,125	42,751	37,885	40,364
10	40,825	43,451	38,545	41,025
11	41,625	44,251	39,301	41,780
12	42,425	45,051	40,056	42,535
13	43,425	46,051	41,000	43,480
14	44,425	47,051	41,944	44,424
15	45,425	48,051	42,889	45,368
16	46,425	49,051	43,833	46,312
17	47,425	50,051	44,777	47,256
18	48,425	51,051	45,721	48,200
19	49,425	52,051	46,665	49,145
20	50,425	53,051	47,609	50,089
21	51,425	54,051	48,554	51,033
22	52,450	55,076	49,521	52,001
23	53,475	56,101	50,489	52,968
24	54,500	57,126	51,457	53,936
25	55,525	58,151	52,425	54,904

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, 2016

Years Experience	(Ex. Sec.) Annual Salary
0	37,546.93
1	37,840.45
2	38,133.98
3	38,783.29
4	39,076.82
5	39,548.23
6	40,019.66
7	40,313.18
8	40,606.71
9	40,900.23
10	41,460.60
11	42,934.23
12	43,227.76
13	43,521.28
14	43,814.81
15	44,108.33
16	44,401.86
17	44,695.38
18	45,858.77

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Secretary Salary Schedule - 261 Days and 240
FYE June 30, 2016

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	34,825.15	33,882.31	32,418.24	32,023.13	31,156.15	29,809.87
1	35,118.67	34,175.83	32,711.77	32,293.03	31,426.05	30,079.79
2	35,412.20	34,469.37	33,005.29	32,562.95	31,695.97	30,349.69
3	36,061.51	35,118.67	33,654.61	33,160.01	32,293.03	30,946.77
4	36,355.04	35,412.20	33,948.13	33,429.92	32,562.95	31,216.67
5	36,826.45	35,883.61	34,419.55	33,863.40	32,996.43	31,650.17
6	37,297.88	36,355.04	34,890.97	34,296.90	33,429.92	32,083.65
7	37,591.40	36,648.56	35,184.50	34,566.80	33,699.82	32,353.56
8	37,884.93	36,942.09	35,478.02	34,836.72	33,969.74	32,623.46
9	38,178.45	37,235.61	35,771.55	35,106.62	34,239.64	32,893.38
10	38,738.82	37,795.98	36,331.91	35,621.91	34,754.93	33,408.65
11	40,212.45	39,269.61	37,805.55	36,976.96	36,109.99	34,763.72
12	40,505.98	39,563.14	38,099.07	37,246.88	36,379.90	35,033.63
13	40,799.50	39,856.66	38,392.60	37,516.78	36,649.80	35,303.54
14	41,093.03	40,150.19	38,686.12	37,786.70	36,919.72	35,573.44
15	41,386.55	40,443.71	38,979.65	38,056.60	37,189.62	35,843.36
16	41,680.08	40,737.24	39,273.17	38,326.51	37,459.54	36,113.26
17	41,973.60	41,030.76	39,566.70	38,596.41	37,729.44	36,383.17
18	43,110.76	42,158.83	40,680.65	39,642.08	38,766.74	37,407.49

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, 2016

	(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	37,546.93	34,825.15	34,525.91	32,023.13
1	37,840.45	35,118.67	34,795.82	32,293.03
2	38,133.98	35,412.20	35,065.73	32,562.95
3	38,783.29	36,061.51	35,662.79	33,160.01
4	39,076.82	36,355.04	35,932.71	33,429.92
5	39,548.23	36,826.45	36,366.19	33,863.40
6	40,019.66	37,297.88	36,799.69	34,296.90
7	40,313.18	37,591.40	37,069.59	34,566.80
8	40,606.71	37,884.93	37,339.50	34,836.72
9	40,900.23	38,178.45	37,609.40	35,106.62
10	41,460.60	38,738.82	38,124.69	35,621.91
11	42,934.23	40,212.45	39,479.75	36,976.96
12	43,227.76	40,505.98	39,749.67	37,246.88
13	43,521.28	40,799.50	40,019.57	37,516.78
14	43,814.81	41,093.03	40,289.48	37,786.70
15	44,108.33	43,165.49	40,559.38	39,692.40
16	44,401.86	43,459.02	40,829.30	39,962.32
17	44,695.38	43,752.54	41,099.20	40,232.22
18	45,858.77	44,906.85	42,168.99	41,293.65

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, 2016

Years Experience	(Fin I) 240 Days 3.5 Hours per Day	(Fin II) 240 Days Hours per Day
	Annual Salary	Annual Salary
0	16,112.09	14,944.13
1	16,112.09	14,944.13
2	16,238.05	15,070.08
3	16,238.05	15,070.08
4	16,364.01	15,196.04
5	16,364.01	15,196.04
6	16,642.64	15,474.67
7	16,642.64	15,474.67
8	16,768.60	15,600.63
9	16,768.60	15,600.63
10	16,970.89	15,802.92
11	16,970.89	15,802.92
12	17,173.19	16,005.22
13	17,173.19	16,005.22
14	17,299.14	16,131.17
15	17,299.14	16,131.17
16	17,425.10	16,257.14
17	17,425.10	16,257.14
18	17,551.06	16,383.09
19	17,551.06	16,383.09
20	17,791.52	16,623.56
21	17,791.52	16,623.56
22	18,423.88	17,255.92
23	18,423.88	17,255.92
24	18,549.84	17,381.88
25	18,549.84	17,381.88
26	18,675.80	17,507.83
27	18,675.80	17,507.83
28	18,801.76	17,633.79
29	18,801.76	17,633.79
30	18,927.71	18,523.12
31	18,927.71	18,523.12
32	19,053.67	18,649.08
33	19,053.67	18,649.08
34	19,179.63	18,775.04
35	19,179.63	18,775.04
36	19,678.86	19,270.37

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
2015-2016**

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, 2016

Years Experience	Salary 261 - Days	Salary 240 - Days
0	32,869.67	30,224.98
1	33,166.81	30,498.22
2	33,501.11	30,805.62
3	34,132.58	31,386.28
4	34,466.88	31,693.68
5	34,949.75	32,137.70
6	35,461.94	32,608.68
7	35,759.09	32,881.92
8	36,019.09	33,121.01
9	36,353.39	33,428.41
10	36,910.56	33,940.75
11	38,424.97	35,333.31
12	38,722.13	35,606.56
13	39,019.28	35,879.80
14	39,353.58	36,187.20
15	39,650.74	36,460.45
16	39,985.02	36,767.84
17	40,282.19	37,041.09
18	41,406.71	38,075.13

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, 2016

7 1/2 Hours, 216 Days - 1620 Hours (including holidays)
 7 1/2 Hours, 240 Days - 1800 Hours (including holidays)

School Secretary - Bookkeeper & Data Processors

Years Experience	216 Days		240 Days		261 Days	
	Per Hour	Per Year Salary	Per Hour	Per Year Salary	Per Hour	Per Year Salary
0	12.82	20,761.66	12.79	23,026.55	12.78	25,008.33
1	13.09	21,206.13	13.07	23,520.41	13.05	25,545.40
2	13.23	21,440.06	13.21	23,780.33	13.19	25,828.07
3	13.52	21,907.93	13.50	24,300.18	13.48	26,393.41
4	13.65	22,118.47	13.63	24,534.11	13.61	26,647.81
5	13.87	22,469.36	13.85	24,924.00	13.83	27,071.81
6	14.03	22,726.69	14.01	25,209.92	13.99	27,382.74
7	14.14	22,913.84	14.12	25,417.86	14.10	27,608.88
8	14.29	23,147.77	14.27	25,677.78	14.25	27,891.55
9	14.42	23,358.31	14.40	25,911.72	14.38	28,145.95
10	14.65	23,732.60	14.63	26,327.59	14.61	28,598.22
11	17.03	27,594.16	16.99	30,580.84	17.01	33,297.69

School Secretary/Clerical Assistant to Teachers

Years Experience	216 Days	
	Per Hour	Per Year Salary
0	11.92	19,302.74
1	12.18	19,723.81
2	12.31	19,934.35
3	12.61	20,425.61
4	12.75	20,659.54
5	12.95	20,987.05
6	13.10	21,220.98
7	13.21	21,408.12
8	13.34	21,618.66
9	13.50	21,875.99
10	13.76	22,297.07
11	16.09	26,069.60

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Instructional Assistants
Salary Schedule
FYE June 30, 2016

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	11.88	16,660.60	11.85	18,315.02	11.84	19,185.77	11.88	11,047.67	11.88	17,535.50
1	12.15	17,045.40	12.13	18,738.92	12.12	19,630.24	12.15	11,302.83	12.15	17,940.87
2	12.30	17,247.92	12.27	18,962.02	12.26	19,864.17	12.30	11,437.13	12.30	18,154.23
3	12.60	17,673.22	12.58	19,430.53	12.57	20,355.43	12.60	11,719.14	12.60	18,602.27
4	12.75	17,875.75	12.72	19,653.63	12.71	20,589.36	12.75	11,853.44	12.75	18,815.63
5	12.96	18,179.54	12.94	19,988.29	12.93	20,940.26	12.96	12,054.88	12.96	19,135.66
6	13.11	18,382.06	13.08	20,211.39	13.07	21,174.19	13.11	12,189.17	13.11	19,349.02
7	13.24	18,564.33	13.21	20,412.18	13.20	21,384.73	13.24	12,310.04	13.24	19,541.04
8	13.35	18,726.35	13.33	20,590.66	13.32	21,571.88	13.35	12,417.47	13.35	19,711.72
9	13.53	18,969.38	13.50	20,858.38	13.49	21,852.60	13.53	12,578.63	13.53	19,967.74
10	13.79	19,333.93	13.76	21,259.97	13.75	22,273.67	13.79	12,820.36	13.79	20,351.78
11	16.24	22,775.02	16.19	25,016.52	16.17	26,196.25	16.24	15,102.15	16.24	23,976.90

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, 2016

Aide 187 - 4 hours, 748 hours

Full Time Years Experience	Part Time Years Experience	Per Hour	Aide 187 4 Hr/Day
0	0	11.88	8,885.65
0	1	11.88	8,885.65
1	2	12.15	9,090.88
1	3	12.15	9,090.88
2	4	12.30	9,198.89
2	5	12.30	9,198.89
3	6	12.60	9,425.72
3	7	12.60	9,425.72
4	8	12.75	9,533.73
4	9	12.75	9,533.73
5	10	12.96	9,695.75
5	11	12.96	9,695.75
6	12	13.11	9,803.77
6	13	13.11	9,803.77
7	14	13.24	9,900.98
7	15	13.24	9,900.98
8	16	13.35	9,987.39
8	17	13.35	9,987.39
9	18	13.53	10,117.00
9	19	13.53	10,117.00
10	20	13.79	10,311.43
10	21	13.79	10,311.43
11	22	16.24	12,146.68
11	23	16.24	12,146.68

Baker County School Board
 Prekindergarten Child Development Associates
 Salary Schedule
 7.5 Hours - 197 days - 1477.5 hours
 7.5 Hours - 240 days - 1800 hours
 FYE June 30, 2016

Years Experience	Per Hour	CDA 197 Salary	Per Hour	CDA 240 Salary
0	15.32	22,630.53	15.27	27,487.76
1	15.61	23,057.24	15.56	28,007.61
2	15.92	23,526.62	15.88	28,579.44
3	16.21	23,953.33	16.17	29,099.29
4	16.53	24,422.71	16.48	29,671.13
5	16.82	24,849.42	16.77	30,190.98
6	17.12	25,297.46	17.08	30,736.82
7	17.43	25,745.51	17.38	31,282.66
8	17.73	26,193.55	17.68	31,828.50
9	18.03	26,641.60	17.99	32,374.34
10	18.33	27,089.64	18.29	32,920.19
11	21.15	31,255.03	21.07	37,921.35

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, 2016

Years Experience	Per Year Salary
0	50,513.20
1	50,884.64
2	51,218.94
3	51,961.82
4	52,333.28
5	52,853.29
6	53,402.62
7	53,736.92
8	54,108.36
9	54,479.80
10	55,111.26
11	58,132.72

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, 2016
 (12 Months, 8 hours, 261 days = 2088 hours)

Heating, Cooling, Electrical Maintenance

Years Experience	Per Hour	Per Year Salary
0	15.21	31,765.08
1	15.55	32,458.56
2	15.69	32,760.07
3	15.99	33,393.25
4	16.11	33,634.46
5	16.35	34,147.03
6	16.48	34,418.39
7	16.63	34,719.90
8	16.77	35,021.42
9	16.89	35,262.63
10	17.16	35,835.50
11	19.73	41,202.95

After two (2) years on this scale a person employed by the Baker County School System may, with the approval of the immediate supervisor, move to the Journeyman salary schedule.

Heating, Cooling, Electrical (Journeyman)
 Safety Inspector

Years Experience	Per Hour	Per Year Salary
0	17.46	36,462.70
1	17.78	37,132.47
2	17.90	37,376.02
3	18.24	38,076.23
4	18.38	38,380.67
5	18.59	38,806.89
6	18.75	39,141.77
7	18.86	39,385.33
8	19.02	39,720.21
9	19.15	39,994.21
10	19.43	40,572.64
11	22.17	46,283.27

Employee must have a Journeyman's License from a recognized labor union covering these fields or receive immediate supervisor's recommendation after two (2) years successful service within the Baker County School System.

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Maintenance Department (Journeyman), Transportation Mechanic (Journeyman)
Maintenance I, Mechanic II, Warehouse/Inventory Clerk
Salary Schedule
FYE June 30, 2016
(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	240 - Days
		Per Year Salary	Per Year Salary
0	16.39	34,222.71	15,734.58
1	16.68	34,831.59	16,014.52
2	16.83	35,136.03	16,154.49
3	17.13	35,775.35	16,448.44
4	17.28	36,079.79	16,588.41
5	17.51	36,566.89	16,812.36
6	17.64	36,840.89	16,938.34
7	17.79	37,145.33	17,078.31
8	17.92	37,419.32	17,204.29
9	18.05	37,693.32	17,330.26
10	18.33	38,271.76	17,596.21
11	20.94	43,716.43	20,099.51

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	240 - Days
		Per Year Salary	Per Year Salary
0	12.67	26,458.46	12,164.81
1	12.96	27,061.48	12,442.06
2	13.10	27,363.00	12,580.69
3	13.42	28,026.33	12,885.67
4	13.55	28,297.69	13,010.43
5	13.77	28,749.96	13,218.37
6	13.90	29,021.32	13,343.13
7	14.04	29,322.83	13,481.76
8	14.17	29,594.19	13,606.52
9	14.32	29,895.70	13,745.15
10	14.58	30,438.43	13,994.68
11	16.89	35,261.04	16,211.97

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
 Apprenticeship Salary Schedule
 FYE June 30, 2016
 (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	9.23	19,282.46	9.25 17,761.38
1	9.48	19,795.03	9.50 18,232.71
2	9.65	20,156.85	9.67 18,565.42
3	9.88	20,639.27	9.90 19,009.02
4	10.12	21,121.69	10.13 19,452.63
5	10.38	21,664.41	10.39 19,951.68
6	10.61	22,146.83	10.62 20,395.29
7	11.07	23,111.67	11.08 21,282.49
8	11.55	24,106.66	11.56 22,197.43
9	12.02	25,101.65	12.04 23,112.36
10	12.50	26,096.64	12.51 24,027.30
11	14.78	30,853.57	14.76 28,333.37

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, 2016

(186 Days @ 5.5 hours = 1023 hours, 186 Days @ 8 hours = 1488 hours)

(Including 6 Holidays)

5.5 Hr Day			8 Hr Day		
Years	Per	Per Year	Years	Per	Per Year
Experience	Hour	Salary	Experience	Hour	Salary
0	12.82	13,116.61	0	12.71	18,907.05
1	13.20	13,500.69	1	13.08	19,465.72
2	13.38	13,692.73	2	13.27	19,745.05
3	13.83	14,150.67	3	13.72	20,411.15
4	14.08	14,401.80	4	13.96	20,776.43
5	14.42	14,756.34	5	14.31	21,292.12
6	14.63	14,963.15	6	14.51	21,592.94
7	14.83	15,169.97	7	14.71	21,893.76
8	15.07	15,421.10	8	14.96	22,259.04
9	15.26	15,613.14	9	15.15	22,538.37
10	15.68	16,041.54	10	15.57	23,161.50
11	18.70	19,130.31	11	18.48	27,501.35

SUBSTITUTE BUS DRIVERS:

Daily Rate - A minimum salary on 0 years experience above.

Substitute Driver by a Bus Aide to Duval County paid on 1 years experience above.

Trips: \$24.00 per trip or the hourly rate of 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, 2016

Years Experience	Per Hour	8 Hr Day Per Year Salary	Per Hour	5.5 Hr Day Per Year Salary
0	9.22	13,724.71	9.34	9,553.75
1	9.40	13,982.56	9.51	9,731.02
2	9.57	14,240.40	9.69	9,908.29
3	9.74	14,498.25	9.86	10,085.55
4	9.95	14,799.07	10.06	10,292.37
5	10.13	15,078.40	10.25	10,484.41
6	10.32	15,357.73	10.44	10,676.45
7	10.54	15,680.04	10.65	10,898.03
8	10.74	15,980.86	10.86	11,104.85
9	10.94	16,281.68	11.06	11,311.66
10	11.14	16,582.50	11.26	11,518.47
11	12.62	18,783.08	12.84	13,136.49

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, 2016
 (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
0	11.89	24,830.29	11.90	22,856.59	11.95	18,834.24
1	12.15	25,373.01	12.16	23,355.65	12.21	19,243.88
2	12.30	25,674.53	12.31	23,632.90	12.35	19,471.46
3	12.63	26,368.01	12.64	24,270.58	12.69	19,994.89
4	12.74	26,609.22	12.76	24,492.38	12.80	20,176.95
5	12.99	27,121.79	13.00	24,963.71	13.05	20,563.83
6	13.10	27,363.00	13.12	25,185.51	13.16	20,745.89
7	13.23	27,634.36	13.25	25,435.04	13.29	20,950.72
8	13.41	27,996.17	13.42	25,767.75	13.47	21,223.81
9	13.52	28,237.38	13.54	25,989.55	13.58	21,405.87
10	13.78	28,780.11	13.80	26,488.60	13.84	21,815.51
11	16.03	33,465.40	16.04	30,796.92	16.09	25,356.29

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, 2016
(12 Months, 4 Hours, 261 days=1044 hours)

Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	11.89	12,415.15
0	1	11.89	12,415.15
1	2	12.15	12,686.51
1	3	12.15	12,686.51
2	4	12.30	12,837.26
2	5	12.30	12,837.26
3	6	12.63	13,184.00
3	7	12.63	13,184.00
4	8	12.74	13,304.61
4	9	12.74	13,304.61
5	10	12.99	13,560.89
5	11	12.99	13,560.89
6	12	13.10	13,681.50
6	13	13.10	13,681.50
7	14	13.23	13,817.18
7	15	13.23	13,817.18
8	16	13.41	13,998.09
8	17	13.41	13,998.09
9	18	13.52	14,118.69
9	19	13.52	14,118.69
10	20	13.78	14,390.05
10	21	13.78	14,390.05
11	22	16.03	16,732.70
11	23	16.03	16,732.70

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Nutrition Services Manager
Salary Schedule
(7.5 Hours, 193 Days - 1447.5 Hours)
(8.0 Hours, 193 Days - 1544 Hours)
FYE June 30, 2016

Years Experience	Per Hour	Per Year Salary 7.5 Hours	Per Year Salary 8.0 Hours**
0	13.46	19,482.30	13.44 20,755.95
1	13.55	19,607.71	13.53 20,889.72
2	13.66	19,774.93	13.65 21,068.09
3	13.91	20,130.27	13.89 21,447.11
4	14.04	20,318.39	14.02 21,647.78
5	14.20	20,548.32	14.18 21,893.03
6	14.28	20,673.73	14.27 22,026.80
7	14.40	20,840.95	14.38 22,205.17
8	14.50	20,987.26	14.48 22,361.24
9	14.59	21,112.68	14.57 22,495.01
10	14.72	21,300.80	14.70 22,695.68
11	17.00	24,614.52	16.97 26,207.88

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Nutrition Services Manager - Refer to Table 1.

Nutrition Service Managers hired on or after July 1, 2010 will be placed on the 7.5 hour Salary Schedule.

Nutrition Services Assistant Manager - \$500.00 Supplement
Nutrition Services Assistant Manager for Catered Site - \$2,000.00 Supplement

Nutrition Service Managers will be required to obtain and retain American School Food Service Association Professional Certification. This certification must be obtained by August 15, 1991.

TABLE 1

Nutrition Services Manager Supplements:

Manager IV - \$3,000.00
Manager III - \$3,500.00
Manager II - \$4,000.00
Manager I - \$4,500.00

TABLE 1

<u>MANAGER LEVEL</u>	<u>POSITION DESCRIPTION</u>
Manager IV	Food Service Manager of school serving a projected average daily number of combined meal/meal equivalents below 500.
Manager III	Food Service Manager of school serving a projected average daily number of combined meal/meal equivalents between 500 and 599.
Manager II	Food Service Manager of school serving a projected average daily number of combined meal/meal equivalents between 600 and 699.
Manager I	Food Service Manager of school serving a projected average daily number of combined meal/meal equivalents of more than 700.

Note: Total meals and meals per labor hours are an annual average. Formula: total lunches plus total breakfast (divided by 3) plus EDEP snacks (as applicable) divided by 4 plus total ala carte dollars including adult meal charges (divided by regular adult meal cost) equals total meal equivalents.

Baker County School Board
 Nutrition Service Assistants
 Salary Schedule
 FYE June 30, 2016
 (7 Hours, 191 Days - 1337 Hours)

Years Experience	Per Hour	Per Year Salary
0	11.75	15,707.08
1	11.89	15,900.15
2	12.04	16,093.22
3	12.69	16,962.01
4	12.82	17,135.77
5	12.88	17,224.98
6	12.95	17,309.53
7	13.06	17,463.99
8	13.13	17,553.19
9	13.21	17,657.05
10	13.32	17,811.50
11	15.47	20,678.55

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, 2016
(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	11.75	6,555.39
0	1	11.75	6,555.39
1	2	11.89	6,635.96
1	3	11.89	6,635.96
2	4	12.04	6,716.54
2	5	12.04	6,716.54
3	6	12.69	7,079.13
3	7	12.69	7,079.13
4	8	12.82	7,151.65
4	9	12.82	7,151.65
5	10	12.88	7,188.88
5	11	12.88	7,188.88
6	12	12.95	7,224.17
6	13	12.95	7,224.17
7	14	13.06	7,288.63
7	15	13.06	7,288.63
8	16	13.13	7,325.87
8	17	13.13	7,325.87
9	18	13.21	7,369.21
9	19	13.21	7,369.21
10	20	13.32	7,433.67
10	21	13.32	7,433.67
11	22	15.47	8,630.24
11	23	15.47	8,630.24

4 Hour Nutrition Services Assistant

Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	11.75	8,740.52
0	1	11.75	8,740.52
1	2	11.89	8,847.95
1	3	11.89	8,847.95
2	4	12.04	8,955.39
2	5	12.04	8,955.39
3	6	12.69	9,438.85
3	7	12.69	9,438.85
4	8	12.82	9,535.54
4	9	12.82	9,535.54
5	10	12.88	9,585.18
5	11	12.88	9,585.18
6	12	12.95	9,632.23
6	13	12.95	9,632.23
7	14	13.06	9,718.18
7	15	13.06	9,718.18
8	16	13.13	9,767.82
8	17	13.13	9,767.82
9	18	13.21	9,825.61
9	19	13.21	9,825.61
10	20	13.32	9,911.56
10	21	13.32	9,911.56
11	22	15.47	11,506.99
11	23	15.47	11,506.99

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

**MISCELLANEOUS NON-INSTRUCTIONAL
SALARY SCHEDULES**

2015-2016

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)\$14.00 per hour

Assistant (181 days).....\$ 10.00 per hour