



**BAKER COUNTY  
SCHOOL DISTRICT**  
Committed to Excellence

Finance and Support Services

392 South Boulevard East

Macclenny, FL 32063

(904) 259-0449

[www.bakerk12.org](http://www.bakerk12.org)

**Wyatt Milton, Superintendent**

DATE: November 3, 2025  
TO: Wyatt Milton, Superintendent  
FROM: Teri Ambrose  
Executive Director for Support Services  
RE: 2025-2026 SALARY SCHEDULE

**PRESENTED AND APPROVED  
IN OPEN BOARD MEETING**

**November 17, 2025**

**MIN BOOK #40**

Please request Board approval of the 2025-2026 Salary Schedule. Both unions have ratified their respective contracts on October 24, 2025.

If you have any questions, please let me know. Thank you for your assistance in this matter.

**"Preparing individuals to be lifelong learners, self-sufficient, and responsible citizens of good character"**

**DISTRICT SCHOOL BOARD MEMBERS**

Tiffany McInarnay  
District 1

Jack Baker, Jr.  
District 2

Clayton Lyons, Jr.  
District 3

Mandi Canaday  
District 4

Amanda Hodges  
District 5

**AN EQUAL ACCESS/EQUAL OPPORTUNITY INSTITUTION**

**BAKER COUNTY  
SCHOOL DISTRICT**  
Committed to Excellence



**SALARY SCHEDULES**

**2025-2026**



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## INFORMATION ONLY

**BENEFITS:** As per Baker County School District Board Policy

**ANNUAL LEAVE:** All 12-month (261 day) employees will earn annual leave at a rate of 1.0, 1.25, 1.5, or 2.0 days per month depending on length of continuous service in district.

**SICK LEAVE:** All full-time employees will receive 1 day per month for each month in their contract period.

**Baker County School Board**  
**Educational Leader Placement Schedule**  
**FYE June 30, 2026**

CL	240 days	261 days
0	56,771.57	61,739.09
1	56,771.57	61,739.09
2	56,771.57	61,739.09
3	56,771.57	61,739.09
4	56,832.49	61,805.33
5	56,832.49	61,805.33
6	56,832.49	61,805.33
7	56,832.49	61,805.33
8	56,954.31	61,937.82
9	56,954.31	61,937.82
10	57,827.82	62,887.75
11	58,887.72	64,040.39
12	59,984.16	65,232.78
13	61,324.26	66,690.14
14	62,664.37	68,147.50
15	63,920.41	69,513.44
16	65,260.51	70,970.80
17	66,600.61	72,428.16
18	67,940.71	73,885.52
19	69,280.81	75,342.88
20	70,620.91	76,800.24
21	71,961.02	78,257.60
22	73,301.12	79,714.96
23	74,641.22	81,172.32
24	76,194.52	82,861.54
25	77,412.79	84,186.41

*Advanced Degree Supplements ADD:*

<u>240 day</u>			<u>261 day</u>		
Masters:	\$	3,411.17	Masters:	\$	3,709.64
Specialist:	\$	4,629.44	Specialist:	\$	5,034.52
Doctorate:	\$	6,091.37	Doctorate:	\$	6,624.37

**\*PER FLORIDA STATUTE**

*F.S. 1012.34*

*Administrators and instructional personnel shall only be promoted to the next classification level and receive a pay increase if the evaluation instrument indicates they are:*

- Highly Effective*
- Effective*
- Needs Improvement*

2025-2026 Baker County School Board  
 EDUCATIONAL LEADERS' RESPONSIBILITY SCHEDULE

FYE June 30, 2026

Superintendent	2.00% through year 16
Associate Superintendent for Personnel Services	15,000.00
Executive Director for Support Services	15,000.00
Executive Director for Teaching and Learning	15,000.00
Director of Accountability and Special Programs	13,000.00
Director of Student Services & ESE	13,000.00
Director of Vocational, Adult & Community Education	13,000.00
Director of Facilities & Maintenance & Property Control	13,000.00
Director of Operations & Auxiliary Services	13,000.00
Director of Transportation	13,000.00
Director of Nutrition Services, Purchasing & Warehousing	13,000.00
High School Principal	13,000.00
Middle School Principal	13,000.00
Macclenny Elementary School, Westside Elementary School, Pre-K Kindergarten Center, Legacy Elementary School and Alternative School Principals	12,500.00
High School Vice Principal, Middle School Vice Principal	10,500.00
Assistant Principals (261-Day): High School (3), Middle School (3)	9,245.00
Assistant Principals (240-Day): Westside Elementary (1), Macclenny Elementary (1), Legacy Elementary (1), and Pre-K Kindergarten Center (1)	8,500.00
Coordinator of Community Education	8,500.00
Health Service Specialist	6,500.00
Retention Supplement for <u>240-Day</u> Administrators at Classification Level 25 with teaching/administrative service	7,675.00
Retention Supplement for <u>261-Day</u> Administrators at Classification Level 25 with teaching/administrative service	8,347.00

**SALARY SCHEDULE GUIDELINES**

2025-2026

**INSTRUCTIONAL PERSONNEL**

For the term of this contract, a classification level 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 classification level in the appropriate column.

Upon official transcript notification, in writing, to Human Resources and verification by the Associate Superintendent for Personnel Services, newly earned advanced degrees will be pro-rated.

Any employee having an advanced degree, in field, and working the majority of their day in that field, will be eligible for an additional \$300.00 as part of their salary as verified and approved by the 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.

BCHS and BCMS Athletic Event Gatekeepers will be paid \$15 per hour effective October 1, 2022, as mandated by the 2022 General Appropriations Act and signed into law as Chapter 2022-156, Laws of Florida, by Governor DeSantis.

**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.

BCHS and BCMS Athletic Event Gatekeepers will be paid \$15 per hour effective October 1, 2022, as mandated by the 2022 General Appropriations Act and signed into law as Chapter 2022-156, Laws of Florida, by Governor DeSantis.



**Baker County School Board**

**Placement Schedule - see page 6 of the BCEA contract for positions on this schedule**

**FYE June 30, 2026**

CL	197 Days	216 Days	240 Days	261 Days
0	46,600.00	51,094.42	56,771.57	61,739.09
1	47,105.00	51,648.12	57,386.80	62,408.15
2	47,199.00	51,751.19	57,501.32	62,532.69
3	47,249.00	51,806.01	57,562.23	62,598.93
4	47,349.00	51,915.65	57,684.06	62,731.42
5	47,399.00	51,970.48	57,744.97	62,797.66
6	47,449.00	52,025.30	57,805.89	62,863.90
7	47,499.00	52,080.12	57,866.80	62,930.15
8	47,549.00	52,134.94	57,927.72	62,996.39
9	47,649.00	52,244.59	58,049.54	63,128.88
10	48,066.00	52,701.81	58,557.56	63,681.35
11	48,936.00	53,655.72	59,617.46	64,833.99
12	49,836.00	54,642.52	60,713.91	66,026.38
13	50,900.00	55,809.14	62,010.15	67,436.04
14	52,000.00	57,015.23	63,350.25	68,893.40
15	53,031.00	58,145.66	64,606.29	70,259.35
16	54,131.00	59,351.76	65,946.40	71,716.71
17	55,231.00	60,557.85	67,286.50	73,174.07
18	56,331.00	61,763.94	68,626.60	74,631.43
19	57,431.00	62,970.03	69,966.70	76,088.79
20	58,531.00	64,176.12	71,306.80	77,546.15
21	59,631.00	65,382.21	72,646.90	79,003.51
22	60,731.00	66,588.30	73,987.01	80,460.87
23	61,831.00	67,794.40	75,327.11	81,918.23
24	63,106.00	69,192.37	76,880.41	83,607.44
25	64,106.00	70,288.81	78,098.68	84,932.31

**Advanced Degree Supplements ADD:**

	197 Day	216 Day	240 Day	261 Day
Masters:	\$ 2,800.00	\$ 3,070.05	\$ 3,411.17	\$ 3,709.64
Specialist:	\$ 3,800.00	\$ 4,166.50	\$ 4,629.44	\$ 5,034.52
Doctorate	\$ 5,000.00	\$ 5,482.23	\$ 6,091.37	\$ 6,624.37

**\*PER FLORIDA STATUTE**

F.S. 1012.34

Administrators and instructional personnel shall only be promoted to the next classification level and receive a pay increase if the evaluation instrument indicates they are:

*Highly Effective*

*Effective*

*Needs Improvement*

**Baker County School Board**  
**Teacher Placement Schedule: Summer School (Hourly Rate)**  
**FYE June 30, 2026**

<b>Years</b>	<b>Bachelors</b>	<b>Masters</b>	<b>Specialist</b>	<b>Doctorate</b>
0	31.54	33.43	34.11	34.92
1	31.88	33.78	34.45	35.27
2	31.95	33.84	34.52	35.33
3	31.98	33.87	34.55	35.36
4	32.05	33.94	34.62	35.43
5	32.08	33.98	34.65	35.46
6	32.11	34.01	34.69	35.50
7	32.15	34.04	34.72	35.53
8	32.18	34.08	34.75	35.57
9	32.25	34.14	34.82	35.63
10	32.53	34.43	35.10	35.92
11	33.12	35.02	35.69	36.50
12	33.73	35.63	36.30	37.11
13	34.45	36.35	37.02	37.83
14	35.19	37.09	37.77	38.58
15	35.89	37.79	38.46	39.28
16	36.64	38.53	39.21	40.02
17	37.38	39.28	39.95	40.77
18	38.13	40.02	40.70	41.51
19	38.87	40.77	41.44	42.25
20	39.61	41.51	42.19	43.00
21	40.36	42.25	42.93	43.74
22	41.10	43.00	43.68	44.49
23	41.85	43.74	44.42	45.23
24	42.71	44.61	45.28	46.10
25	43.39	45.28	45.96	46.77

**2025-2026 PART-TIME TEACHING SALARY SCHEDULE**

<b>Years of Experience (In the area of current part-time teaching)</b>	<b>Bachelor's Degree (Hourly Rate)</b>	<b>Master's Degree (Hourly Rate)</b>	<b>Specialist Degree (Hourly Rate)</b>	<b>Doctorate Degree (Hourly Rate)</b>
<b>0 - 9</b>	<b>\$31.54</b>	<b>\$33.43</b>	<b>\$34.11</b>	<b>\$34.92</b>
<b>10 - 14</b>	<b>\$32.53</b>	<b>\$34.43</b>	<b>\$35.10</b>	<b>\$35.92</b>
<b>15 - up</b>	<b>\$35.89</b>	<b>\$37.79</b>	<b>\$38.46</b>	<b>\$39.28</b>

Board approved after school tutoring or direct instruction to students beyond the student day shall be paid at the teacher's regular hourly rate.

Instruction or presentation of an in-service workshop or the like shall be paid at the teacher's regular hourly rate when outside the normal contractual day.

Preparation for workshops, writing projects, curriculum development, preparation of materials for in-service and the like shall be paid at the step 0 hourly rate. The number of preparation hours will be pre-determined, and board approved.

Teachers attending workshops shall be paid \$85.85 for ½ day (3.5 hrs.) and \$183.98 for a whole day (7.5 hrs. to include a 30 min lunch).

Athletics, Cheerleaders, Dance Teams, and Music

Athletic Directors and Trainer

High School Athletic Director .....	\$4,865.00
Middle School Athletic Coordinator.....	3,500.00
Athletic Trainer .....	3,500.00

Football

<sup>4</sup> High School Varsity Head Coach .....	4,350.00
<sup>4</sup> High School Offensive Coordinator .....	3,500.00
<sup>4</sup> High School Defensive Coordinator.....	3,500.00
<sup>4</sup> High School Varsity Assistant Coach (3) .....	2,200.00
<sup>4</sup> High School Junior Varsity Head Coach .....	2,200.00
<sup>4</sup> High School Junior Varsity Assistant Coach .....	1,700.00
<sup>4</sup> Middle School Head Coach .....	2,000.00
<sup>4</sup> Middle School Assistant Coach (3) .....	1,500.00
High School Girls' Flag Football Head Coach.....	1,390.00
High School Girls' Flag Football Assistant Coach.....	890.00
Middle School Girls' Flag Football Head Coach.....	750.00
Middle School Girls' Flag Football Assistant Coach.....	450.00

Basketball

High School Boys' Varsity Head Coach .....	3,630.00
High School Boys' Varsity Assistant Coach .....	1,595.00
High School Boys' Junior Varsity Coach.....	1,390.00
High School Girls' Varsity Head Coach .....	3,630.00
High School Girls' Varsity Assistant Coach .....	1,595.00
High School Girls' Junior Varsity Coach .....	1,390.00
Middle School Boys' Coach .....	2,000.00
Middle School Boys' Assistant Coach .....	1,000.00
Middle School Girls' Coach.....	2,000.00
Middle School Girls' Assistant Coach.....	1,000.00

Wrestling

High School Boys' Coach .....	2,470.00
High School Boys' Assistant Coach.....	1,390.00
High School Girls' Coach.....	2,470.00
High School Girls' Assistant Coach.....	1,390.00



2025-2026 SUPPLEMENTAL SALARY SCHEDULE  
BAKER COUNTY SCHOOL BOARD

FYE June 30, 2026

Baseball

Varsity Coach.....	3,090.00
Varsity Assistant Coach .....	1,390.00
Junior Varsity Coach .....	1,390.00
Middle School Coach .....	1,500.00
Assistant Middle School Coach .....	1,000.00

Weightlifting

Boys' Weightlifting Coach .....	2,060.00
Girls' Weightlifting Coach.....	2,060.00
Assistant Boys' Weightlifting Coach .....	1,030.00
Assistant Girls' Weightlifting Coach .....	1,030.00

Track

Boys' Track Coach.....	2,060.00
Girls' Track Coach .....	2,060.00
Boys' Assistant Track Coach.....	1,030.00
Girls' Assistant Track Coach .....	1,030.00

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' Varsity Coach (Fast Pitch) .....	3,090.00
Girls' Varsity Assistant Coach (Fast Pitch) .....	1,390.00
Girls' Junior Varsity Coach (Fast Pitch) .....	1,390.00
Middle School Girls' Softball Coach .....	1,500.00
Middle School Girls' Assistant Softball Coach .....	1,000.00



2025-2026 SUPPLEMENTAL SALARY SCHEDULE  
BAKER COUNTY SCHOOL BOARD

FYE June 30, 2026

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

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 .....	4,350.00
High School Assistant Band Director .....	1,030.00
High School Percussion Director.....	775.00
Middle School Band Director .....	2,000.00
Middle School Assistant Band Director .....	775.00
Flag Corp.....	1,030.00
High School Majorettes .....	1,030.00
Middle School Majorettes .....	900.00

Chorus

High School.....	980.00
Middle School.....	775.00
Westside Elementary School.....	425.00



Chorus – continued from previous page

Macclenny Elementary School .....	425.00
Legacy Elementary School.....	425.00
Pre-K Kindergarten Center.....	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
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Future Business Leaders of America (FBLA)

High School.....	450.00
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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.....	525.00
Middle School.....	525.00

Technology Student Association

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

Art Club

Middle School .....	450.00
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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



2025-2026 SUPPLEMENTAL SALARY SCHEDULE  
 BAKER COUNTY SCHOOL BOARD

FYE June 30, 2026

“Just Say No” Club Sponsor

Legacy Elementary School (1).....	400.00
Macclenny Elementary School (1).....	400.00
Westside Elementary School (1).....	400.00

Youth Power Club Sponsor

High School.....	300.00
Middle School.....	300.00

High School Class Sponsor

Senior Class Sponsor.....	625.00
Junior Class Sponsor.....	625.00
Sophomore Class Sponsor.....	325.00
Freshman Class Sponsor.....	325.00

Annual Yearbook

BCHS.....	1,500.00
BCMS.....	1,000.00
Legacy Elementary.....	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
Legacy Elementary School (3).....	450.00

Miscellaneous Student Clubs and Organizations

Video Productions.....	475.00
Drama.....	3,000.00
Drama Assistant.....	1,000.00
Middle School Drama.....	600.00
Varsity High School High Q.....	1,000.00
Junior Varsity High School High Q.....	650.00
Foreign Language.....	450.00
Air Force ROTC (2).....	2,060.00
SWAT Coordinator.....	500.00
Bullying Prevention Club Sponsor – BCMS & BCMS.....	450.00
Robotics (4).....	525.00



Instructional Special Certifications, Specialists, and Instructional Leadership

Director of Guidance

High School (3) .....	1,235.00
Middle School (2) .....	1,235.00
Legacy Elementary (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

Alternative Ed Supplement .....	1,545.00
Mental Health Counselor .....	3,000.00
Case Manager .....	3,000.00
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 (initiated and approved by Title I) .....	1,030.00
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
Dual Enrollment teachers(6) .....	750.00

Speech

Speech and Hearing Therapist (3) .....	3,000.00
National Board Certification for Speech .....	425.00

Chairpersons

<sup>2</sup> High School .....	7,000.00
<sup>2</sup> Middle School .....	5,000.00
<sup>5</sup> Legacy Elementary .....	3,400.00
<sup>5</sup> Macclenny Elementary .....	3,400.00
<sup>5</sup> Westside Elementary .....	3,400.00
<sup>5</sup> Pre-K Kindergarten Center .....	3,400.00



2025-2026 SUPPLEMENTAL SALARY SCHEDULE  
 BAKER COUNTY SCHOOL BOARD

FYE June 30, 2026

Miscellaneous Instructional Leadership

Team Leaders - Middle School (4 or more) .....	350.00
Program Specialist (initiated and approved by Title 1) .....	1,030.00
Peer Teacher .....	625.00
School Activities Coordinator - High School .....	750.00
School Activities Coordinator - Middle School .....	250.00
<sup>3</sup> Computer Network Manager .....	1,030.00
Teacher on Special Assignment (4) .....	2,575.00
Test Coordinator (1 per school) .....	500.00
Dean of Students – BCMS only (2) .....	1,500.00

Bus Duty Supplement

High School (1) .....	1,200.00
Middle School (1) .....	1,200.00
<sup>1</sup> Legacy Elementary .....	1,200.00
<sup>1</sup> Macclenny Elementary .....	1,200.00
<sup>1</sup> Westside Elementary .....	1,200.00
<sup>1</sup> Pre-K Kindergarten Center .....	1,200.00
Elem (20 Min. or more Beyond the Contractual Day) (Max 4) .....	1,600.00

<sup>8</sup> Resource Instructor Supplement

All schools .....	\$1,000.00
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Gate Duty - Student Drop-Off/Pick Up

<sup>1</sup> Baker County Middle School .....	1,200.00
Baker County High School (5).....	1,200.00

<sup>6</sup> Retention Supplement

Retention for 197-Day Teachers.....	6,300.00
Retention for 216-Day Teachers.....	6,908.00
Retention for 240-Day Teachers.....	7,675.00
Retention for 261-Day Teachers.....	8,347.00

Performance Pay\*\*

Highly Effective.....	250.00
Effective.....	125.00

\*\*PER FLORIDA STATUTE 1012.34

*Administrators and instructional personnel shall only be promoted to the next classification level and receive a pay increase if the evaluation instrument indicates they are:*

*Highly Effective*  
*Effective*



**2025-2026 SUPPLEMENTAL SALARY SCHEDULE  
BAKER COUNTY SCHOOL BOARD**

**FYE June 30, 2026**

**FOOTNOTES TO THE SUPPLEMENTAL SALARY SCHEDULE**

- 1      **Number of positions subject to periodic adjustments as mutually agreed upon.**
- 2      **For BCHS and BCMS divide existing dollars pro rata based upon number of persons in department compared to number of persons in all departments.**
- 3      **Limit to maximum of \$1,030 for each school that is networked (High School, Middle School, Westside Elementary, Macclenny Elementary, Legacy Elementary, Pre-K Kindergarten Center)**
- 4      **Football Coaches will be paid their supplement in two separate payments (this requires TWO separate board forms) (ONE board form for 30% Spring Football AND ONE board form for 70% Fall Football)**
- 5      **Amount is to be divided by the total number of chairpersons at school.**
- 6      **Retention supplement at Classification level 25 or higher.**
- 7      **These supplements will be paid entirely from sponsor/booster funds. No funds will be used from the school district to pay these supplements or to run these programs.**
- 8      **Resource instructor – an employee who is assigned students on a regular schedule and is solely responsible for implementing lesson plans, taking student attendance and assigning grades. Classroom Aides working under the direction of a teacher are not considered Resource instructors.**



2025-2026 Baker County School Board  
Substitute Teacher  
Substitute Nurse

FYE June 30, 2026

**SUBSTITUTE TEACHER PAY**

Non-Degreed (High School Diploma)	\$ 15.00 per hour
Associate of Arts or Science	\$ 15.25 per hour
Bachelor's Degree	\$ 15.75 per hour
Master's Degree or Higher	\$ 18.00 per hour

**SUBSTITUTE NURSE PAY –**

All substitutes, as verified by the Associate Superintendent in charge of certification, will be paid as follows:

LPN w/A.A. or A.S. Degree (Subbing for a Nurse)	\$ 20.00 per hour
RN w/B.A. or B.S. Degree (Subbing for a Nurse)	\$ 25.00 per hour
*RN w/M.A. or M.S. Degree (Subbing for a Nurse)	*\$ 30.00 per hour

\*PRESENTED AND APPROVED  
IN OPEN BOARD MEETING  
January 20, 2026  
MIN BOOK #40

**LONG TERM SUBSTITUTE TEACHER PAY**

**\*\*\*\*As of August 11, 2025 ALL LONG TERM substitute teacher staffing will be recruited and paid through ESS Southeast, LLC.**



**2025-2026 Baker County School Board  
SUPPORT STAFF SALARY SCHEDULE**

**FYE June 30, 2026**

**The following positions are NOT eligible for membership in either bargaining unit (BCEA or BCESP):**

**Data Processing Manager for  
Student/Staff & Finance** **Annualized/261-Day  
Teacher Salary Schedule**

**Information Specialist Administrator** **Annualized/261-Day  
Teacher Salary Schedule**

**Computer Network Specialist** **Annualized/261-Day  
Teacher Salary Schedule**

**Finance Staff Accountant** **Annualized/261-Day  
Teacher Salary Schedule**

**Information Systems Support Technician** **240-Day  
Teacher Salary Schedule**

**Social Worker/Attendance Office** **240-Day  
Teacher Salary Schedule**

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER**

**Upon official transcript notification, in writing, to Human Resources and verification by the Associate Superintendent for Personnel Services, newly earned advanced degrees will be pro-rated.**

**Any employee having an advanced degree, in field, and working the majority of their day in that field, will be eligible for an additional \$300.00 as part of their salary as verified and approved by the 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.**



**Baker County School Board  
Health Services Specialist Salary Schedule**

**FYE June 30, 2026**

Years Experience	197 days	240 days
	Annual Contract Salary	Annual Contract Salary
0	46,600.00	56,771.57
1	46,600.00	56,771.57
2	46,600.00	56,771.57
3	46,600.00	56,771.57
4	46,650.00	56,832.49
5	46,650.00	56,832.49
6	46,650.00	56,832.49
7	46,650.00	56,832.49
8	46,750.00	56,954.31
9	46,750.00	56,954.31
10	47,467.00	57,827.82
11	48,337.00	58,887.72
12	49,237.00	59,984.16
13	50,337.00	61,324.26
14	51,437.00	62,664.37
15	52,468.00	63,920.41
16	53,568.00	65,260.51
17	54,668.00	66,600.61
18	55,768.00	67,940.71
19	56,868.00	69,280.81
20	57,968.00	70,620.91
21	59,068.00	71,961.02
22	60,168.00	73,301.12
23	61,268.00	74,641.22
24	62,543.00	76,194.52
25	63,543.00	77,412.79

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

*Advanced Degree Supplements ADD:*

	<u>197 Day</u>
<i>Masters:</i>	\$ 2,800.00
<i>Specialist:</i>	\$ 3,800.00
<i>Doctorate</i>	\$ 5,000.00

Upon official notification, in writing, to Human Resources and verification by the Associate Superintendent for Personnel Services, newly advanced degrees will be pro-rated.

Any employee having an advanced degree, in field, and working the majority of their day in that field, will be eligible for an additional \$300.00 as part of their salary as verified and approved by the Director of Certification. Those holding advanced degrees as of September 1, 1987, will be grandfathered in and will be entitled to this additional compensation.

**CLASSIFIED/CONFIDENTIAL EMPLOYEES**

An employee must work for three (3) years as a classified/confidential 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.....	\$ 425.00
6 years.....	\$ 435.00
9 years.....	\$ 445.00
12 years.....	\$ 455.00
15 years.....	\$ 465.00
18 years.....	\$ 550.00

The following classified/confidential employees are eligible for the additional longevity salary:

Executive Secretary	Bus Garage Shop Manager
Finance Aide I	Auxiliary Services Supervisor
Finance Aide II	Nutrition Services Area Coordinator
Secretary I	Secretary/School Food Service Finance Aide
Secretary II	Maintenance Foreman/Inventory Manager
Secretary III	High School/Middle School Secretary/Bookkeeper - 12 month

An employee who is a classified/confidential 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 earnings 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 total contractual hours
60-89 Semester Hours -	\$.70 per hr. x total contractual hours
90+ Semester Hours -	\$.75 per hr. x total contractual hours

**Upon receipt in the Finance Department of official transcripts from an accredited college or university, and upon verification by the Associated Superintendent of Human Resources, eligible classified/confidential employees attaining a confirmed degree will receive additional compensation as follows:**

Associate of Arts or Associate of Science	\$300
Bachelor of Arts or Bachelor of Science	\$50



**Baker County School Board**  
**Executive Secretary - 261 days** **CONFIDENTIAL**  
**FYE June 30, 2026**

Years Experience	1957.5 hours (Exec. Sec.) Annual Salary
0	47,908.82
1	48,202.33
2	48,495.87
3	49,145.17
4	49,438.71
5	49,910.12
6	50,381.54
7	50,675.06
8	50,968.60
9	51,262.11
10	51,822.49
11	53,296.11
12	53,589.65
13	53,883.16
14	54,176.70
15	54,470.21
16	54,763.75
17	55,057.26
18	56,807.90

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

**Baker County School Board**

**Finance Aide - 261 Days**    **CONFIDENTIAL**

**Nutrition Services Area Coordinator - 240 Days**    **CONFIDENTIAL**

**FYE June 30, 2026**

Years Experience	1957.5 hours	1957.5 hours	1800 hours	1800 hours
	( Fin I)	(Fin II)	( Fin I)	(Fin II)
	261 Days	261 Days	240 Days	240 Days
	Annual	Annual	Annual	Annual
	Salary	Salary	Salary	Salary
0	47,908.82	45,187.04	44,054.08	41,551.30
1	48,202.33	45,480.55	44,323.98	41,821.20
2	48,495.87	45,774.09	44,593.90	42,091.11
3	49,145.17	46,423.39	45,190.96	42,688.17
4	49,438.71	46,716.93	45,460.87	42,958.09
5	49,910.12	47,188.34	45,894.36	43,391.57
6	50,381.54	47,659.77	46,327.85	43,825.07
7	50,675.06	47,953.28	46,597.75	44,094.97
8	50,968.60	48,246.82	46,867.67	44,364.88
9	51,262.11	48,540.33	47,137.57	44,634.78
10	51,822.49	49,100.71	47,652.86	45,150.07
11	53,296.11	50,574.33	49,007.92	46,505.13
12	53,589.65	50,867.87	49,277.83	46,775.05
13	53,883.16	51,161.38	49,547.73	47,044.95
14	54,176.70	51,454.92	49,817.65	47,314.86
15	54,470.21	53,527.38	50,087.55	49,220.57
16	54,763.75	53,820.91	50,357.46	49,490.49
17	55,057.26	54,114.43	50,627.36	49,760.39
18	56,807.90	55,855.98	52,237.15	51,361.81

**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**

**Secretary I, II, III Salary Schedule - 261 Days and 240 Days CONFIDENTIAL**

**FYE June 30, 2026**

Years Experience	1957.5 hours	1957.5 hours	1957.5 hours	1800 hours	1800 hours	1800 hours
	(Sec. I)	(Sec. II)	(Sec. III)	(Sec. I)	(Sec. II)	(Sec. III)
	Annual	Annual	Annual	Annual	Annual	Annual
	Salary	Salary	Salary	Salary	Salary	Salary
	261	261	261	240	240	240
0	45,187.04	44,244.20	42,780.12	41,551.30	40,684.32	39,338.04
1	45,480.55	44,537.72	43,073.66	41,821.20	40,954.22	39,607.96
2	45,774.09	44,831.25	43,367.17	42,091.12	41,224.14	39,877.86
3	46,423.39	45,480.55	44,016.50	42,688.18	41,821.20	40,474.94
4	46,716.93	45,774.09	44,310.01	42,958.09	42,091.12	40,744.84
5	47,188.34	46,245.50	44,781.44	43,391.57	42,524.60	41,178.34
6	47,659.77	46,716.93	45,252.85	43,825.07	42,958.09	41,611.82
7	47,953.28	47,010.44	45,546.38	44,094.97	43,227.99	41,881.73
8	48,246.82	47,303.98	45,839.90	44,364.89	43,497.91	42,151.63
9	48,540.33	47,597.49	46,133.43	44,634.79	43,767.81	42,421.55
10	49,100.71	48,157.87	46,693.79	45,150.08	44,283.10	42,936.82
11	50,574.33	49,631.50	48,167.44	46,505.13	45,638.16	44,291.90
12	50,867.87	49,925.03	48,460.95	46,775.05	45,908.07	44,561.80
13	51,161.38	50,218.55	48,754.49	47,044.95	46,177.97	44,831.71
14	51,454.92	50,512.08	49,048.00	47,314.87	46,447.89	45,101.61
15	51,748.43	50,805.60	49,341.54	47,584.77	46,717.79	45,371.53
16	52,041.97	51,099.13	49,635.05	47,854.68	46,987.71	45,641.43
17	52,335.48	51,392.65	49,928.59	48,124.58	47,257.61	45,911.34
18	54,059.89	53,107.96	51,629.78	49,710.24	48,834.91	47,475.66

**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**

**High School & Middle School Secretary/Bookkeeper - 261 days** **CONFIDENTIAL**

**Salary Schedule**

**FYE June 30, 2026**

Years Experience	Salary 261 - Days	Salary 240 - Days
0	43,231.55	39,753.15
1	43,528.70	40,026.39
2	43,863.00	40,333.79
3	44,494.46	40,914.45
4	44,828.76	41,221.85
5	45,311.63	41,665.87
6	45,823.83	42,136.85
7	46,120.97	42,410.09
8	46,380.98	42,649.18
9	46,715.28	42,956.58
10	47,272.45	43,468.92
11	48,786.86	44,861.48
12	49,084.02	45,134.73
13	49,381.16	45,407.97
14	49,715.46	45,715.37
15	50,012.63	45,988.62
16	50,346.91	46,296.01
17	50,644.07	46,569.26
18	52,355.84	48,143.30

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

**Baker County School Board**

**Bus Garage Shop Manager - CONFIDENTIAL**

**Auxiliary Services Supervisor - CONFIDENTIAL**

**Salary Schedule**

**12 Month Employee - 8 hours, 261 Days = 2088 hours**

**FYE June 30, 2026**

Years Experience	Per Year Salary
0	61,299.20
1	61,670.64
2	62,004.94
3	62,747.82
4	63,119.28
5	63,639.29
6	64,188.62
7	64,522.92
8	64,894.36
9	65,265.80
10	65,897.26
11	69,545.12
11*	69,858.32

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

**\* Salary for Employees on step 11 at the end of 2024-2025 will now be shown as step 12 in Skyward to accommodate for systems limitations and reflect the correct contract amount.**

## **NON-INSTRUCTIONAL LONGEVITY**

**All non-instructional personnel who have completed 15-19 years non-instructional service in the Baker County School District, shall receive an additional \$1,100.00 as part of their base salary. Eligibility for this \$1,100.00 addition to the base salary ends at the end of the 20<sup>th</sup> year of service.**

**All non-instructional personnel who have completed 20-24 years non-instructional service in the Baker County School District, shall receive \$1,700 as part of their base salary. Eligibility for this \$1,700.00 addition to the base salary ends at the end of the 25<sup>th</sup> 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 \$2,200.00 as part of their base salary.**

**NON-INSTRUCTIONAL PERSONNEL  
SALARY SCHEDULE GUIDELINES  
AWARD FOR COLLEGE SEMESTER HOURS  
2025-2026**

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 hr. x total contractual hours
- 60 - 89 Semester Hours - \$.70 per hr. x total contractual hours
- 90+ Semester Hours - \$.75 per hr. x total contractual hours

These rates will not apply when the credit hours are required for employment. Anyone currently employed, as of ratification date November 20, 2012, may continue on their current track and schedule of earnings 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	\$300/year
BA/BS Degrees	\$500/year



**Baker County School Board**  
**School Secretary-Bookkeeper Data Processors & VPK/Pre-/K Coordinator**  
**Salary Schedule**  
**FYE June 30, 2026**

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)

Years Experience	216 Days		240 Days		261 Days		5hr 261 Days	
	Per Hour	Per Year Salary	Per Hour	Per Year Salary	Per Hour	Per Year Salary	Per Hour	Per Year Salary
0	17.32	28,058.40	17.32	31,176.00	17.32	33,903.90	17.32	22,602.60
1	17.59	28,495.80	17.59	31,662.00	17.59	34,432.43	17.59	22,954.95
2	17.73	28,722.60	17.73	31,914.00	17.73	34,706.48	17.73	23,137.65
3	18.02	29,192.40	18.02	32,436.00	18.02	35,274.15	18.02	23,516.10
4	18.15	29,403.00	18.15	32,670.00	18.15	35,528.63	18.15	23,685.75
5	18.37	29,759.40	18.37	33,066.00	18.37	35,959.28	18.37	23,972.85
6	18.53	30,018.60	18.53	33,354.00	18.53	36,272.48	18.53	24,181.65
7	18.64	30,196.80	18.64	33,552.00	18.64	36,487.80	18.64	24,325.20
8	18.79	30,439.80	18.79	33,822.00	18.79	36,781.43	18.79	24,520.95
9	18.92	30,650.40	18.92	34,056.00	18.92	37,035.90	18.92	24,690.60
10	19.15	31,023.00	19.15	34,470.00	19.15	37,486.13	19.15	24,990.75
11	21.93	35,526.60	21.93	39,474.00	21.93	42,927.98	21.93	28,618.65
11*	22.08	35,769.60	22.08	39,744.00	22.08	43,221.60	22.08	28,814.40

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

\* Salary for Employees on step 11 at the end of 2024-2025 will now be shown as step 12 in Skyward to accommodate for systems limitations and reflect the correct contract amount.

**Baker County School Board**  
**School Secretary/Clerical Assistant to Teachers/Transportation Receptionist**  
**Salary Schedule**  
**FYE June 30, 2026**

5 Hours, 186 Days - 930 Hours (including holidays)  
 7 1/2 Hours, 216 Days - 1620 Hours (including holidays)

Years Experience	216 Days		5hr	5hr
	Per Hour	Per Year Salary	186 Days Per Hour	186 Days Per Year Salary
0	16.42	26,600.40	16.42	15,270.60
1	16.68	27,021.60	16.68	15,512.40
2	16.81	27,232.20	16.81	15,633.30
3	17.11	27,718.20	17.11	15,912.30
4	17.25	27,945.00	17.25	16,042.50
5	17.45	28,269.00	17.45	16,228.50
6	17.60	28,512.00	17.60	16,368.00
7	17.71	28,690.20	17.71	16,470.30
8	17.84	28,900.80	17.84	16,591.20
9	18.00	29,160.00	18.00	16,740.00
10	18.26	29,581.20	18.26	16,981.80
11	20.99	34,003.80	20.99	19,520.70
11*	21.14	34,246.80	21.14	19,660.20

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

**\* Salary for Employees on step 11 at the end of 2024-2025 will now be shown as step 12 in Skyward to accommodate for systems limitations and reflect the correct contract amount.**

**Baker County School Board**  
**Instructional Assistants**  
**LPN**  
**Salary Schedule**  
**FYE June 30, 2026**

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 197 - 7.5 hours, 197 days, 1477.5 hours

Aide 206 - 7.5 hours, 206 days, 1545 hours

Aide 216 - 7.5 hours, 216 days, 1620 hours

Aide 240 - 7.5 hours, 240 days, 1800 hours

Years Experience	Aide 187		Aide 197		Aide 206		Aide 216		Aide 240		5 Hr/Day Aide 186	
	Per Hour	Aide 187 Salary	Per Hour	Aide 197 Salary	Per Hour	Aide 206 Salary	Per Hour	Aide 216 Salary	Per Hour	Aide 240 Salary	Per Hour	5 Hr/Day Aide 186 Salary
0	16.40	23,001.00	16.40	24,231.00	16.40	25,338.00	16.40	26,568.00	16.40	29,520.00	16.40	15,252.00
1	16.65	23,351.63	16.65	24,600.38	16.65	25,724.25	16.65	26,973.00	16.65	29,970.00	16.65	15,484.50
2	16.80	23,562.00	16.80	24,822.00	16.80	25,956.00	16.80	27,216.00	16.80	30,240.00	16.80	15,624.00
3	17.10	23,982.75	17.10	25,265.25	17.10	26,419.50	17.10	27,702.00	17.10	30,780.00	17.10	15,903.00
4	17.25	24,193.13	17.25	25,486.88	17.25	26,651.25	17.25	27,945.00	17.25	31,050.00	17.25	16,042.50
5	17.46	24,487.65	17.46	25,797.15	17.46	26,975.70	17.46	28,285.20	17.46	31,428.00	17.46	16,237.80
6	17.61	24,698.03	17.61	26,018.78	17.61	27,207.45	17.61	28,528.20	17.61	31,698.00	17.61	16,377.30
7	17.74	24,880.35	17.74	26,210.85	17.74	27,408.30	17.74	28,738.80	17.74	31,932.00	17.74	16,498.20
8	17.85	25,034.63	17.85	26,373.38	17.85	27,578.25	17.85	28,917.00	17.85	32,130.00	17.85	16,600.50
9	18.03	25,287.08	18.03	26,639.33	18.03	27,856.35	18.03	29,208.60	18.03	32,454.00	18.03	16,767.90
10	18.29	25,651.73	18.29	27,023.48	18.29	28,258.05	18.29	29,629.80	18.29	32,922.00	18.29	17,009.70
11	21.14	29,648.85	21.14	31,234.35	21.14	32,661.30	21.14	34,246.80	21.14	38,052.00	21.14	19,660.20
11*	21.29	29,859.23	21.29	31,455.98	21.29	32,893.05	21.29	34,489.80	21.29	38,322.00	21.29	19,799.70

\*\*A \$250 EOY Matching Bonus will be paid to ESE Pre-K Classroom Paraprofessionals, pending grant award and availability of funding.

\*\*A \$500 supplement will be paid to ESE K - 12 Classroom Paraprofessionals from the IDEA grant, pending grant award and availability of funding.

A \$750 annual supplement will be paid to Full time Classroom Paraprofessionals assigned to an alternative school setting.

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

\*\* IDEA bonus/supplement amounts may vary in the future based upon the IDEA grant award amount and funding availability.

\* Salary for Employees on step 11 at the end of 2024-2025 will now be shown as step 12 in Skyward to accommodate for systems limitations and reflect the correct contract amount.

**Baker County School Board**  
**Instructional Assistants - Part-Time**  
**Salary Schedule**  
**FYE June 30, 2026**

Aide 187 - 4 hours, 748 hours

Full Time Years Experience	Part Time Years Experience	Per Hour	Aide 187 4 Hr/Day
0	0	16.40	12,267.20
0	1	16.40	12,267.20
1	2	16.65	12,454.20
1	3	16.65	12,454.20
2	4	16.80	12,566.40
2	5	16.80	12,566.40
3	6	17.10	12,790.80
3	7	17.10	12,790.80
4	8	17.25	12,903.00
4	9	17.25	12,903.00
5	10	17.46	13,060.08
5	11	17.46	13,060.08
6	12	17.61	13,172.28
6	13	17.61	13,172.28
7	14	17.74	13,269.52
7	15	17.74	13,269.52
8	16	17.85	13,351.80
8	17	17.85	13,351.80
9	18	18.03	13,486.44
9	19	18.03	13,486.44
10	20	18.29	13,680.92
10	21	18.29	13,680.92
11	22	21.14	15,812.72
11	23	21.14	15,812.72
11*	24	21.29	15,924.92
11*	25	21.29	15,924.92

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

**\* Salary for Employees on step 11 at the end of 2024-2025 will now be shown as step 12 in Skyward to accommodate for systems limitations and reflect the correct contract amount.**

**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, 2026**

<b>Years Experience</b>	<b>Per Hour</b>	<b>197 day CDA Salary</b>	<b>Per Hour</b>	<b>240 day CDA Salary</b>
0	19.82	29,284.05	19.82	35,676.00
1	20.11	29,712.53	20.11	36,198.00
2	20.42	30,170.55	20.42	36,756.00
3	20.71	30,599.03	20.71	37,278.00
4	21.03	31,071.83	21.03	37,854.00
5	21.32	31,500.30	21.32	38,376.00
6	21.62	31,943.55	21.62	38,916.00
7	21.93	32,401.58	21.93	39,474.00
8	22.23	32,844.83	22.23	40,014.00
9	22.53	33,288.08	22.53	40,554.00
10	22.83	33,731.33	22.83	41,094.00
11	26.05	38,488.88	26.05	46,890.00
11*	26.20	38,710.50	26.20	47,160.00

**\*\*A \$250 EOY Matching Bonus will be paid to ESE Child Development Associates, pending grant award and availability of funding.**

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

**\* Salary for Employees on step 11 at the end of 2024-2025 will now be shown as step 12 in Skyward to accommodate for systems limitations and reflect the correct contract amount.**

**Baker County School Board  
Maintenance Foreman/Inventory Manager  
Salary Schedule  
12 Month Employee - 8 hours per day, 261 Days = 2088 hours  
FYE June 30, 2026**

Years Experience	Per Year Salary
0	61,299.20
1	61,670.64
2	62,004.94
3	62,747.82
4	63,119.28
5	63,639.29
6	64,188.62
7	64,522.92
8	64,894.36
9	65,265.80
10	65,897.26
11	69,545.12
11*	69,858.32

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

**\* Salary for Employees on step 11 at the end of 2024-2025 will now be shown as step 12 in Skyward to accommodate for systems limitations and reflect the correct contract amount.**

**Baker County School Board**  
**Heating Cooling, Electrical Maintenance**  
**Heating Cooling, Electrical (Journeyman)**  
**Safety Inspector**  
**Salary Schedule**  
**FYE June 30, 2026**  
**(12 Months, 8 hours, 261 days = 2088 hours)**

**Heating, Cooling, Electrical Maintenance**

Years Experience	Per Hour	Per Year Salary
0	19.71	41,154.48
1	20.05	41,864.40
2	20.19	42,156.72
3	20.49	42,783.12
4	20.61	43,033.68
5	20.85	43,534.80
6	20.98	43,806.24
7	21.13	44,119.44
8	21.27	44,411.76
9	21.39	44,662.32
10	21.66	45,226.08
11	24.63	51,427.44
11*	24.78	51,740.64

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 below.

**Heating, Cooling, Electrical (Journeyman)**  
**Safety Inspector**

Years Experience	Per Hour	Per Year Salary
0	21.96	45,852.48
1	22.28	46,520.64
2	22.40	46,771.20
3	22.74	47,481.12
4	22.88	47,773.44
5	23.09	48,211.92
6	23.25	48,546.00
7	23.36	48,775.68
8	23.52	49,109.76
9	23.65	49,381.20
10	23.93	49,965.84
11	27.07	56,522.16
11*	27.22	56,835.36

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 with the Baker County School System.

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

\* Salary for Employees on step 11 at the end of 2024-2025 will now be shown as step 12 in Skyward to accommodate for systems limitations and reflect the correct contract amount.

**Baker County School Board  
Apprenticeship Salary Schedule**

**FYE June 30, 2026**

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

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

**Apprenticeship**

Years Experience	261 day Per Hour	261 day Per Year Salary	240 day Per Hour	240 day Per Year Salary
0	16.40	34,243.20	16.40	31,488.00
1	16.40	34,243.20	16.40	31,488.00
2	16.40	34,243.20	16.40	31,488.00
3	16.40	34,243.20	16.40	31,488.00
4	16.40	34,243.20	16.40	31,488.00
5	16.40	34,243.20	16.40	31,488.00
6	16.40	34,243.20	16.40	31,488.00
7	16.40	34,243.20	16.40	31,488.00
8	16.40	34,243.20	16.40	31,488.00
9	16.52	34,493.76	16.52	31,718.40
10	17.00	35,496.00	17.00	32,640.00
11	19.68	41,091.84	19.68	37,785.60
11*	19.83	41,405.04	19.83	38,073.60

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.**

**\* Salary for Employees on step 11 at the end of 2024-2025 will now be shown as step 12 in Skyward to accommodate for systems limitations and reflect the correct contract amount.**

**Baker County School Board**  
**Maintenance Department (Journeyman),Transportation Mechanic (Journeyman)**  
**Maintenance I, Mechanic II, Warehouse/Inventory Clerk**  
**Salary Schedule**  
**FYE June 30, 2026**  
**(12 Months, 8 hours, 261 days = 2088 hours)**  
**(11 Months, 8 Hours, 240 days = 1920 hours)**  
**Maintenance Department (Journeyman),Transportation Mechanic (Journeyman)**

Years Experience	Per Hour	261 - Days Per Year Salary	240 - Days Per Year Salary
0	20.89	43,618.32	40,108.80
1	21.18	44,223.84	40,665.60
2	21.33	44,537.04	40,953.60
3	21.63	45,163.44	41,529.60
4	21.78	45,476.64	41,817.60
5	22.01	45,956.88	42,259.20
6	22.14	46,228.32	42,508.80
7	22.29	46,541.52	42,796.80
8	22.42	46,812.96	43,046.40
9	22.55	47,084.40	43,296.00
10	22.83	47,669.04	43,833.60
11	25.84	53,953.92	49,612.80
11*	25.99	54,267.12	49,900.80

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 with the Baker County School System.

Bus Mechanic Journeyman -- Employee must have worked three (3) years prior with a reputable firm employing more than one (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.**

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**SUBSTITUTE BUS MECHANIC \$24.84 PER HOUR EFFECTIVE DECEMBER 5, 2023**

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**Maintenance I, Mechanic II, Warehouse/Inventory Clerk**

Years Experience	Per Hour	261 - Days Per Year Salary	240 - Days Per Year Salary
0	17.17	35,850.96	32,966.40
1	17.46	36,456.48	33,523.20
2	17.60	36,748.80	33,792.00
3	17.92	37,416.96	34,406.40
4	18.05	37,688.40	34,656.00
5	18.27	38,147.76	35,078.40
6	18.40	38,419.20	35,328.00
7	18.54	38,711.52	35,596.80
8	18.67	38,982.96	35,846.40
9	18.82	39,296.16	36,134.40
10	19.08	39,839.04	36,633.60
11	21.79	45,497.52	41,836.80
11*	21.94	45,810.72	42,124.80

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

**\* Salary for Employees on step 11 at the end of 2024-2025 will now be shown as step 12 in Skyward to accommodate for systems limitations and reflect the correct contract amount.**

**Baker County School Board  
 School Bus Driver  
 Salary Schedule  
 FYE June 30, 2026  
 (186 Days @ 5.5 hours = 1023 hours)**

Years Experience	Per Hour	5.5 Hr Day Per Year Salary
0	17.32	17,718.36
1	17.70	18,107.10
2	17.88	18,291.24
3	18.33	18,751.59
4	18.58	19,007.34
5	18.92	19,355.16
6	19.13	19,569.99
7	19.33	19,774.59
8	19.57	20,020.11
9	19.76	20,214.48
10	20.18	20,644.14
11	23.60	24,142.80
11*	23.75	24,296.25

**SUBSTITUTE BUS DRIVERS:**

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

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

**Trips: \$24.00 per trip or the hourly rate of 1 years experience or current step whichever is less.**

**Trainer of New Bus Drivers - employee's current hourly rate.**

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

**\* Salary for Employees on step 11 at the end of 2024-2025 will now be shown as step 12 in Skyward to accommodate for systems limitations and reflect the correct contract amount.**

**Baker County School Board**

**Bus Aide**

**Salary Schedule**

**(186 Days, 5.5 hours = 1023 hour)**

**(186 Days, 8 hours = 1488 hour)**

**FYE June 30, 2026**

Years Experience	Per Hour	8 Hr Day		5.5 Hr Day	
		Per Year Salary	Per Hour	Per Year Salary	Per Year Salary
0	15.10	22,468.80	15.10	15,447.30	15,447.30
1	15.10	22,468.80	15.10	15,447.30	15,447.30
2	15.10	22,468.80	15.10	15,447.30	15,447.30
3	15.10	22,468.80	15.10	15,447.30	15,447.30
4	15.10	22,468.80	15.10	15,447.30	15,447.30
5	15.10	22,468.80	15.10	15,447.30	15,447.30
6	15.10	22,468.80	15.10	15,447.30	15,447.30
7	15.10	22,468.80	15.10	15,447.30	15,447.30
8	15.10	22,468.80	15.10	15,447.30	15,447.30
9	15.10	22,468.80	15.10	15,447.30	15,447.30
10	15.10	22,468.80	15.10	15,447.30	15,447.30
11	15.82	23,540.16	15.82	16,183.86	16,183.86
11*	15.97	23,763.36	15.97	16,337.31	16,337.31

**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.**

**\* Salary for Employees on step 11 at the end of 2024-2025 will now be shown as step 12 in Skyward to accommodate for systems limitations and reflect the correct contract amount.**

**Baker County School Board**  
**Landscape Technician (261 Days) & (240 Days)**  
**Custodian (261) & (197)**  
**Salary Schedule**  
**FYE June 30, 2026**

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

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

**(10 Months, 8 hours, 197 days =1576 hours)**

**(12 Months, 5.5 Hours, 261 days = 1435.5 hours)**

Years Experience	Per Hour	261 - days Salary	Per Hour	240 - days Salary	Per Hour	197 - days Salary	5.5 Hrs/Day	
							Per Hour	261 - Days Salary
0	16.40	34,243.20	16.40	31,488.00	16.40	25,846.40	16.40	23,542.20
1	16.65	34,765.20	16.65	31,968.00	16.65	26,240.40	16.65	23,901.08
2	16.80	35,078.40	16.80	32,256.00	16.80	26,476.80	16.80	24,116.40
3	17.13	35,767.44	17.13	32,889.60	17.13	26,996.88	17.13	24,590.12
4	17.24	35,997.12	17.24	33,100.80	17.24	27,170.24	17.24	24,748.02
5	17.49	36,519.12	17.49	33,580.80	17.49	27,564.24	17.49	25,106.90
6	17.60	36,748.80	17.60	33,792.00	17.60	27,737.60	17.60	25,264.80
7	17.73	37,020.24	17.73	34,041.60	17.73	27,942.48	17.73	25,451.42
8	17.91	37,396.08	17.91	34,387.20	17.91	28,226.16	17.91	25,709.81
9	18.02	37,625.76	18.02	34,598.40	18.02	28,399.52	18.02	25,867.71
10	18.28	38,168.64	18.28	35,097.60	18.28	28,809.28	18.28	26,240.94
11	20.93	43,701.84	20.93	40,185.60	20.93	32,985.68	20.93	30,045.02
11*	21.08	44,015.04	21.08	40,473.60	21.08	33,222.08	21.08	30,260.34

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

**Substitute Custodian - \$15.00 per hour - EFFECTIVE October 1, 2022**

**Custodian Coordinator (Elementary Schools) - \$900.00 supplement**

**Custodian Coordinator (Middle School) - \$1,000.00 supplement**

**Custodian Coordinator (High School) - \$1,150.00 supplement**

**Landscape Coordinator (All Schools) - \$1,000.00 supplement**

**\* Salary for Employees on step 11 at the end of 2024-2025 will now be shown as step 12 in Skyward to accommodate for systems limitations and reflect the correct contract amount.**

**Baker County School Board**  
**Part-time Custodian**  
**Salary Schedule**  
**FYE June 30, 2026**  
**(12 Months, 4 Hours, 261 days=1044 hours)**

Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	16.40	17,121.60
0	1	16.40	17,121.60
1	2	16.65	17,382.60
1	3	16.65	17,382.60
2	4	16.80	17,539.20
2	5	16.80	17,539.20
3	6	17.13	17,883.72
3	7	17.13	17,883.72
4	8	17.24	17,998.56
4	9	17.24	17,998.56
5	10	17.49	18,259.56
5	11	17.49	18,259.56
6	12	17.60	18,374.40
6	13	17.60	18,374.40
7	14	17.73	18,510.12
7	15	17.73	18,510.12
8	16	17.91	18,698.04
8	17	17.91	18,698.04
9	18	18.02	18,812.88
9	19	18.02	18,812.88
10	20	18.28	19,084.32
10	21	18.28	19,084.32
11	22	20.93	21,850.92
11	23	20.93	21,850.92
11*	24	21.08	22,007.52
11*	25	21.08	22,007.52

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

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

**\* Salary for Employees on step 11 at the end of 2024-2025 will now be shown as step 12 in Skyward to accommodate for systems limitations and reflect the correct contract amount.**

**Baker County School Board  
 Nutrition Services Manager  
 Salary Schedule  
 (7.5 Hours, 193 Days - 1447.5 Hours)  
 FYE June 30, 2026**

Years Experience	Per Hour	7.5 Hr Day Per Year Salary
0	17.96	25,997.10
1	18.05	26,127.38
2	18.16	26,286.60
3	18.41	26,648.48
4	18.54	26,836.65
5	18.70	27,068.25
6	18.78	27,184.05
7	18.90	27,357.75
8	19.00	27,502.50
9	19.09	27,632.78
10	19.22	27,820.95
11	21.90	31,700.25
11*	22.05	31,917.38

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

Nutrition Services Manager - Refer to Table 1 below.

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.

**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**

**\* Salary for Employees on step 11 at the end of 2024-2025 will now be shown as step 12 in Skyward to accommodate for systems limitations and reflect the correct contract amount.**

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 - 7 hours per day - 191 days - 1337 hours**

**Salary Schedule**

**FYE June 30, 2026**

Years Experience	Per Hour	Per Year Salary
0	16.40	21,926.80
1	16.50	22,060.50
2	16.61	22,207.57
3	17.19	22,983.03
4	17.32	23,156.84
5	17.38	23,237.06
6	17.45	23,330.65
7	17.56	23,477.72
8	17.63	23,571.31
9	17.71	23,678.27
10	17.82	23,825.34
11	20.37	27,234.69
11*	20.52	27,435.24

**Nutrition Service Substitutes - \$15.00 per hour - EFFECTIVE October 1, 2022**

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

**\* Salary for Employees on step 11 at the end of 2024-2025 will now be shown as step 12 in Skyward to accommodate for systems limitations and reflect the correct contract amount.**

**Baker County School Board**  
**Nutrition Service Assistants - 3HR and 4HR per day**  
**Salary Schedule**  
**FYE June 30, 2026**  
**(3 Hours, 186 Days - 558 Hours; 4 Hours, 186 Days, 744 hours)**

**3 Hour Nutrition Services Assistant**

**4 Hour Nutrition Services Assistant**

Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary	Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	16.40	9,151.20	0	0	16.40	12,201.60
0	1	16.40	9,151.20	0	1	16.40	12,201.60
1	2	16.50	9,207.00	1	2	16.50	12,276.00
1	3	16.50	9,207.00	1	3	16.50	12,276.00
2	4	16.61	9,268.38	2	4	16.61	12,357.84
2	5	16.61	9,268.38	2	5	16.61	12,357.84
3	6	17.19	9,592.02	3	6	17.19	12,789.36
3	7	17.19	9,592.02	3	7	17.19	12,789.36
4	8	17.32	9,664.56	4	8	17.32	12,886.08
4	9	17.32	9,664.56	4	9	17.32	12,886.08
5	10	17.38	9,698.04	5	10	17.38	12,930.72
5	11	17.38	9,698.04	5	11	17.38	12,930.72
6	12	17.45	9,737.10	6	12	17.45	12,982.80
6	13	17.45	9,737.10	6	13	17.45	12,982.80
7	14	17.56	9,798.48	7	14	17.56	13,064.64
7	15	17.56	9,798.48	7	15	17.56	13,064.64
8	16	17.63	9,837.54	8	16	17.63	13,116.72
8	17	17.63	9,837.54	8	17	17.63	13,116.72
9	18	17.71	9,882.18	9	18	17.71	13,176.24
9	19	17.71	9,882.18	9	19	17.71	13,176.24
10	20	17.82	9,943.56	10	20	17.82	13,258.08
10	21	17.82	9,943.56	10	21	17.82	13,258.08
11	22	20.37	11,366.46	11	22	20.37	15,155.28
11	23	20.37	11,366.46	11	23	20.37	15,155.28
11*	24	20.52	11,450.16	11*	24	20.52	15,266.88
11*	25	20.52	11,450.16	11*	25	20.52	15,266.88

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

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

**\* Salary for Employees on step 11 at the end of 2024-2025 will now be shown as step 12 in Skyward to accommodate for systems limitations and reflect the correct contract amount.**

MISCELLANEOUS NON-INSTRUCTIONAL  
SALARY SCHEDULES

2025-2026

PART-TIME, TEMPORARY, EXTRA-DUTY

Skilled laborers working on a specific  
maintenance project for a limited time \$15.00 per hour

Part-time clerical/typing .....\$15.00 per hour

Adults working on school board projects  
for a limited time.....\$ 15.00 per hour

Students working part-time summers or other  
temporary positions (high school or college) .....\$ 15.00 per hour

For work performed beyond the normal .....\$15.00 per hour  
contractual period in official non-instructional  
capacity. This would include writing projects,  
curriculum, attending or conducting workshops  
beyond the regular contractual period.

BCHS & BCMS Athletic Event Gatekeepers.....\$15.00 per hour

Extended Day Enrichment Program

Supervisor (182 days) .....\$18.10 per hour

Assistant Supervisor (181 days) .....\$15.75 per hour

Daily Worker (180 days) .....\$15.25 per hour

