



BAKER COUNTY SCHOOL DISTRICT

Committed to Excellence

Finance and Support Services

392 South Boulevard East

Macclenny, FL 32063

(904) 259-0449

www.bakerk12.org

Wyatt Milton, Superintendent

**PRESENTED AND APPROVED
IN OPEN BOARD MEETING**

July 27, 2026

MIN BOOK #40

DATE: July 17, 2026
TO: Wyatt Milton, Superintendent
FROM: Teri Ambrose
Executive Director of Finance and Support Services
RE: 2026-2027 SALARY SCHEDULE

Please request Board approval of the 2026-2027 Salary Schedule. Both unions have voted and ratified their respective contracts.

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

2026-2027

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EMPLOYEE COMPENSATION PACKAGE INFORMATION

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 earn 1 day per month for each month in their contract period.

Baker County School Board
Educational Leader Placement Schedule
FYE June 30, 2027

CL	216 days	240 days	261 days
0	52,081.22	57,868.02	62,931.47
1	52,081.22	57,868.02	62,931.47
2	52,409.06	58,232.28	63,327.61
3	52,518.70	58,354.11	63,460.10
4	52,628.35	58,475.94	63,592.58
5	53,012.10	58,902.34	64,056.29
6	53,121.75	59,024.16	64,188.78
7	53,395.86	59,328.73	64,519.99
8	53,779.61	59,755.13	64,983.70
9	53,889.26	59,876.95	65,116.19
10	54,444.06	60,493.40	65,786.57
11	55,397.97	61,553.30	66,939.21
12	56,384.77	62,649.75	68,131.60
13	57,551.39	63,945.99	69,541.26
14	58,757.48	65,286.09	70,998.62
15	59,887.92	66,542.13	72,364.57
16	61,094.01	67,882.23	73,821.93
17	62,300.10	69,222.34	75,279.29
18	63,506.19	70,562.44	76,736.65
19	64,712.28	71,902.54	78,194.01
20	65,918.38	73,242.64	79,651.37
21	67,124.47	74,582.74	81,108.73
22	68,330.56	75,922.84	82,566.09
23	69,536.65	77,262.94	84,023.45
24	70,934.62	78,816.24	85,712.66
25	72,031.07	80,034.52	87,037.54

Advanced Degree Supplements ADD:

<u>216 day</u>		<u>240 day</u>		<u>261 day</u>	
Masters:	\$ 3,070.05	Masters:	\$ 3,411.17	Masters:	\$ 3,709.64
Specialist:	\$ 4,166.50	Specialist:	\$ 4,629.44	Specialist:	\$ 5,034.52
Doctorate:	\$ 5,482.24	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

**2026-2027 BAKER COUNTY SCHOOL BOARD
EDUCATIONAL LEADERS' RESPONSIBILITY SCHEDULE**

FYE June 30, 2027

Superintendent	2.00% through year 16
Associate Superintendent for Personnel Services	15,500.00
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
Secondary Principals	13,000.00
Elementary Principals: Macclenny Elementary School, Westside Elementary School, Baker Learning Center, Legacy Elementary School	12,500.00
Secondary Vice Principals - High School (1), Middle School (1)	10,500.00
Secondary Assistant Principals (240-Day): High School (2)	9,245.00
Secondary Assistant Principals (216-Day): Middle School (1)	8,320.00
Elementary Assistant Principals (240-Day): Westside Elementary (1), Macclenny Elementary (1), Legacy Elementary (1), and Baker Learning Center (1)	8,500.00
Health Service Specialist	6,500.00
Alternative Education Coordinator	8,500.00
Retention Supplement for <u>216-Day</u> Administrators at Classification Level 25 with teaching/administrative service	6,908.00
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

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, 2027**

CL	197 Days	216 Days	240 Days	261 Days
0	47,500.00	52,081.22	57,868.02	62,931.47
1	47,500.00	52,081.22	57,868.02	62,931.47
2	47,799.00	52,409.06	58,232.28	63,327.61
3	47,899.00	52,518.70	58,354.11	63,460.10
4	47,999.00	52,628.35	58,475.94	63,592.58
5	48,349.00	53,012.10	58,902.34	64,056.29
6	48,449.00	53,121.75	59,024.16	64,188.78
7	48,699.00	53,395.86	59,328.73	64,519.99
8	49,049.00	53,779.61	59,755.13	64,983.70
9	49,149.00	53,889.26	59,876.95	65,116.19
10	49,655.00	54,444.06	60,493.40	65,786.57
11	50,525.00	55,397.97	61,553.30	66,939.21
12	51,425.00	56,384.77	62,649.75	68,131.60
13	52,489.00	57,551.39	63,945.99	69,541.26
14	53,589.00	58,757.48	65,286.09	70,998.62
15	54,620.00	59,887.92	66,542.13	72,364.57
16	55,720.00	61,094.01	67,882.23	73,821.93
17	56,820.00	62,300.10	69,222.34	75,279.29
18	57,920.00	63,506.19	70,562.44	76,736.65
19	59,020.00	64,712.28	71,902.54	78,194.01
20	60,120.00	65,918.38	73,242.64	79,651.37
21	61,220.00	67,124.47	74,582.74	81,108.73
22	62,320.00	68,330.56	75,922.84	82,566.09
23	63,420.00	69,536.65	77,262.94	84,023.45
24	64,695.00	70,934.62	78,816.24	85,712.66
25	65,695.00	72,031.07	80,034.52	87,037.54

Advanced Degree Supplements ADD:

	197 Day		216 Day		240 Day		261 Day	
<i>Masters:</i>	\$	2,800.00	\$	3,070.05	\$	3,411.17	\$	3,709.64
<i>Specialist:</i>	\$	3,800.00	\$	4,166.50	\$	4,629.44	\$	5,034.52
<i>Doctorate</i>	\$	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, 2027

Years	Bachelors	Masters	Specialist	Doctorate
0	32.15	34.04	34.72	35.53
1	32.15	34.04	34.72	35.53
2	32.35	34.25	34.92	35.74
3	32.42	34.31	34.99	35.80
4	32.49	34.38	35.06	35.87
5	32.72	34.62	35.30	36.11
6	32.79	34.69	35.36	36.18
7	32.96	34.86	35.53	36.34
8	33.20	35.09	35.77	36.58
9	33.26	35.16	35.84	36.65
10	33.61	35.50	36.18	36.99
11	34.20	36.09	36.77	37.58
12	34.81	36.70	37.38	38.19
13	35.53	37.42	38.10	38.91
14	36.27	38.17	38.84	39.65
15	36.97	38.86	39.54	40.35
16	37.71	39.61	40.28	41.10
17	38.46	40.35	41.03	41.84
18	39.20	41.10	41.77	42.59
19	39.95	41.84	42.52	43.33
20	40.69	42.59	43.26	44.07
21	41.43	43.33	44.01	44.82
22	42.18	44.07	44.75	45.56
23	42.92	44.82	45.50	46.31
24	43.79	45.68	46.36	47.17
25	44.46	46.36	47.04	47.85

2026-2027 PART-TIME TEACHING SALARY SCHEDULE

Years of Experience (In the area of current part-time teaching)	Bachelor's Degree (Hourly Rate)	Master's Degree (Hourly Rate)	Specialist Degree (Hourly Rate)	Doctorate Degree (Hourly Rate)
0 - 9	\$32.15	\$34.04	\$34.72	\$35.53
10 - 14	\$33.61	\$35.50	\$36.18	\$36.99
15 - up	\$36.97	\$38.86	\$39.54	\$40.35

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
High School Assistant Athletic Director	\$2,432.00
Middle School Athletic Coordinator.....	3,500.00
Athletic Trainer	3,500.00

Football

⁴ High School Varsity Head Coach	4,350.00
⁴ High School Offensive Coordinator	3,500.00
⁴ High School Defensive Coordinator.....	3,500.00
⁴ High School Varsity Assistant Coach (3)	2,200.00
⁴ High School Junior Varsity Head Coach.....	2,200.00
⁴ High School Junior Varsity Assistant Coach	1,700.00
⁴ Middle School Head Coach	2,000.00
⁴ 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

Tennis

Boys' Tennis Coach.....	1,390.00
Girls' Tennis Coach	1,390.00

2026-2027 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOL BOARD

FYE June 30, 2027

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

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

Golf

Boys' High School Golf Team Coach.....	1,390.00
Girls' High School Golf Team Coach.....	1,390.00

Swimming

Boys' High School Swim Team Coach.....	1,390.00
Girls' High School Swim Team Coach.....	1,390.00

2026-2027 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOL BOARD

FYE June 30, 2027

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
Colorguard.....	1,030.00
Winterguard	750.00
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
Macclenny Elementary School	425.00
Legacy Elementary School.....	425.00
Baker Learning 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

“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

2026-2027 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOL BOARD

FYE June 30, 2027

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
Baker Learning Center	600.00

Enrichment

Macclenny Elementary (3)	450.00
Westside Elementary (3)	450.00
Baker Learning 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 & BCHS	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
Baker Learning Center (1).....	1,235.00
Occupational Specialist	1,235.00

2026-2027 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOL BOARD

FYE June 30, 2027

Special Programs

Mental Health Counselor	3,000.00
Case Manager.....	3,000.00
ESE Staffing Specialist.....	2,060.00
ESE Teacher (Paid from IDEA grant)	1,200.00
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
Dual Enrollment teachers(6)	750.00

Speech

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

Chairpersons

² High School.....	7,000.00
² Middle School	5,000.00
⁵ Legacy Elementary	4,000.00
⁵ Macclenny Elementary.....	4,000.00
⁵ Westside Elementary.....	4,000.00
⁵ Baker Learning Center	1,750.00

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
³ Computer Network Manager.....	1,030.00
Teacher on Special Assignment (4).....	2,575.00
Test Coordinator (max 1 per school).....	500.00
Dean of Students – BCMS only (1)	1,500.00

Gate Duty - Student Drop-Off/Pick Up

¹ Baker County Middle School	1,200.00
Baker County High School (5).....	1,200.00

2026-2027 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOL BOARD

FYE June 30, 2027

Bus Duty Supplement

High School (1)	1,200.00
Middle School (1)	1,200.00
¹ Legacy Elementary	1,200.00
¹ Macclenny Elementary	1,200.00
¹ Westside Elementary	1,200.00
¹ Baker County Learning Center	1,200.00
Elem (20 Min. or more Beyond the Contractual Day) (Max 4 district wide)	1,600.00

⁷Resource Instructor Supplement

All schools	\$1,000.00
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⁶ 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

Needs Improvement

FOOTNOTES TO THE SUPPLEMENTAL SALARY SCHEDULE

- 1 Number of positions subject to periodic adjustments as mutually agreed upon – maximum of 2 per cost center for the 2026-2027 school year.
- 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, Baker Learning 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 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.

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 & above (Subbing for a Nurse)	\$ 25.00 per hour
RN w/M.A. or M.S. Degree (Subbing for a Nurse)	\$ 30.00 per hour

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.



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, 2027

Years Experience	197 days Annual Contract Salary	240 days Annual Contract Salary
0	47,500.00	57,868.02
1	47,500.00	57,868.02
2	47,799.00	58,232.28
3	47,899.00	58,354.11
4	47,999.00	58,475.94
5	48,349.00	58,902.34
6	48,449.00	59,024.16
7	48,699.00	59,328.73
8	49,049.00	59,755.13
9	49,149.00	59,876.95
10	49,655.00	60,493.40
11	50,525.00	61,553.30
12	51,425.00	62,649.75
13	52,489.00	63,945.99
14	53,589.00	65,286.09
15	54,620.00	66,542.13
16	55,720.00	67,882.23
17	56,820.00	69,222.34
18	57,920.00	70,562.44
19	59,020.00	71,902.54
20	60,120.00	73,242.64
21	61,220.00	74,582.74
22	62,320.00	75,922.84
23	63,420.00	77,262.94
24	64,695.00	78,816.24
25	65,695.00	80,034.52

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	\$500

Baker County School Board

Executive Secretary - 261 days **CONFIDENTIAL**

FYE June 30, 2027

Years Experience	1957.5 hours (Exec. Sec.)
	Annual Salary
0	48,202.44
1	48,495.96
2	48,789.49
3	49,438.80
4	49,732.33
5	50,203.74
6	50,675.17
7	50,968.69
8	51,262.22
9	51,555.74
10	52,116.11
11	53,589.74
12	53,883.27
13	54,176.79
14	54,470.32
15	54,763.84
16	55,057.37
17	55,350.89
18	57,297.28

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, 2027**

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 Salary	Annual Salary	Annual Salary	Annual Salary
0	48,202.44	45,480.66	44,324.08	41,821.30
1	48,495.96	45,774.18	44,593.98	42,091.20
2	48,789.49	46,067.71	44,863.90	42,361.11
3	49,438.80	46,717.02	45,460.96	42,958.17
4	49,732.33	47,010.55	45,730.87	43,228.09
5	50,203.74	47,481.96	46,164.36	43,661.57
6	50,675.17	47,953.39	46,597.85	44,095.07
7	50,968.69	48,246.91	46,867.75	44,364.97
8	51,262.22	48,540.44	47,137.67	44,634.88
9	51,555.74	48,833.96	47,407.57	44,904.78
10	52,116.11	49,394.33	47,922.86	45,420.07
11	53,589.74	50,867.96	49,277.92	46,775.13
12	53,883.27	51,161.49	49,547.83	47,045.05
13	54,176.79	51,455.01	49,817.73	47,314.95
14	54,470.32	51,748.54	50,087.65	47,584.86
15	54,763.84	53,821.00	50,357.55	49,490.57
16	55,057.37	54,114.53	50,627.46	49,760.49
17	55,350.89	54,408.05	50,897.36	50,030.39
18	57,297.28	56,345.35	52,687.15	51,811.81

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, 2027**

	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)
Years	Annual	Annual	Annual	Annual	Annual	Annual
Experience	Salary	Salary	Salary	Salary	Salary	Salary
	261	261	261	240	240	240
0	45,480.66	44,537.82	43,073.75	41,821.30	40,954.32	39,608.04
1	45,774.18	44,831.34	43,367.28	42,091.20	41,224.22	39,877.96
2	46,067.71	45,124.88	43,660.80	42,361.12	41,494.14	40,147.86
3	46,717.02	45,774.18	44,310.12	42,958.18	42,091.20	40,744.94
4	47,010.55	46,067.71	44,603.64	43,228.09	42,361.12	41,014.84
5	47,481.96	46,539.12	45,075.06	43,661.57	42,794.60	41,448.34
6	47,953.39	47,010.55	45,546.48	44,095.07	43,228.09	41,881.82
7	48,246.91	47,304.07	45,840.01	44,364.97	43,497.99	42,151.73
8	48,540.44	47,597.60	46,133.53	44,634.89	43,767.91	42,421.63
9	48,833.96	47,891.12	46,427.06	44,904.79	44,037.81	42,691.55
10	49,394.33	48,451.49	46,987.42	45,420.08	44,553.10	43,206.82
11	50,867.96	49,925.12	48,461.06	46,775.13	45,908.16	44,561.90
12	51,161.49	50,218.65	48,754.58	47,045.05	46,178.07	44,831.80
13	51,455.01	50,512.17	49,048.11	47,314.95	46,447.97	45,101.71
14	51,748.54	50,805.70	49,341.63	47,584.87	46,717.89	45,371.61
15	52,042.06	51,099.22	49,635.16	47,854.77	46,987.79	45,641.53
16	52,335.59	51,392.75	49,928.68	48,124.68	47,257.71	45,911.43
17	52,629.11	51,686.27	50,222.21	48,394.58	47,527.61	46,181.34
18	54,549.27	53,597.34	52,119.15	50,160.24	49,284.91	47,925.66

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, 2027

Years Experience	Salary 261 - Days	Salary 240 - Days
0	43,525.18	40,023.15
1	43,822.32	40,296.39
2	44,156.62	40,603.79
3	44,788.09	41,184.45
4	45,122.39	41,491.85
5	45,605.26	41,935.87
6	46,117.45	42,406.85
7	46,414.60	42,680.09
8	46,674.60	42,919.18
9	47,008.90	43,226.58
10	47,566.07	43,738.92
11	49,080.48	45,131.48
12	49,377.64	45,404.73
13	49,674.79	45,677.97
14	50,009.09	45,985.37
15	50,306.25	46,258.62
16	50,640.53	46,566.01
17	50,937.70	46,839.26
18	52,845.21	48,593.30

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, 2027

Years Experience	Per Year Salary
0	61,612.40
1	61,983.84
2	62,318.14
3	63,061.02
4	63,432.48
5	63,952.49
6	64,501.82
7	64,836.12
8	65,207.56
9	65,579.00
10	66,210.46
11	69,858.32
11*	70,380.32

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 PERSONNEL
SALARY SCHEDULE GUIDELINES
AWARD FOR COLLEGE SEMESTER HOURS**

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

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 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 an additional \$1,700.00 as part of their base salary. Eligibility for this \$1,700.00 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 \$2,200.00 as part of their base salary.

Baker County School Board
School Secretary-Bookkeeper Data Processors & VPK/Pre-/K Coordinator
Salary Schedule
FYE June 30, 2027

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	5hr
	Per Hour	Per Year Salary	Per Hour	Per Year Salary	Per Hour	Per Year Salary	261 Days Per Hour	261 Days Per Year Salary
0	17.47	28,301.40	17.47	31,446.00	17.47	34,197.53	17.47	22,798.35
1	17.74	28,738.80	17.74	31,932.00	17.74	34,726.05	17.74	23,150.70
2	17.88	28,965.60	17.88	32,184.00	17.88	35,000.10	17.88	23,333.40
3	18.17	29,435.40	18.17	32,706.00	18.17	35,567.78	18.17	23,711.85
4	18.30	29,646.00	18.30	32,940.00	18.30	35,822.25	18.30	23,881.50
5	18.52	30,002.40	18.52	33,336.00	18.52	36,252.90	18.52	24,168.60
6	18.68	30,261.60	18.68	33,624.00	18.68	36,566.10	18.68	24,377.40
7	18.79	30,439.80	18.79	33,822.00	18.79	36,781.43	18.79	24,520.95
8	18.94	30,682.80	18.94	34,092.00	18.94	37,075.05	18.94	24,716.70
9	19.07	30,893.40	19.07	34,326.00	19.07	37,329.53	19.07	24,886.35
10	19.30	31,266.00	19.30	34,740.00	19.30	37,779.75	19.30	25,186.50
11	22.08	35,769.60	22.08	39,744.00	22.08	43,221.60	22.08	28,814.40
11*	22.33	36,174.60	22.33	40,194.00	22.33	43,710.98	22.33	29,140.65

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, 2027

5 Hours, 186 Days - 930 Hours (including holidays)

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

Years Experience			5hr	5hr
	216 Days Per Hour	216 Days Per Year Salary	186 Days Per Hour	186 Days Per Year Salary
0	16.57	26,843.40	16.57	15,410.10
1	16.83	27,264.60	16.83	15,651.90
2	16.96	27,475.20	16.96	15,772.80
3	17.26	27,961.20	17.26	16,051.80
4	17.40	28,188.00	17.40	16,182.00
5	17.60	28,512.00	17.60	16,368.00
6	17.75	28,755.00	17.75	16,507.50
7	17.86	28,933.20	17.86	16,609.80
8	17.99	29,143.80	17.99	16,730.70
9	18.15	29,403.00	18.15	16,879.50
10	18.41	29,824.20	18.41	17,121.30
11	21.14	34,246.80	21.14	19,660.20
11*	21.39	34,651.80	21.39	19,892.70

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, 2027

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	5 Hr/Day
	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	Aide 186 Per Hour	Aide 186 Salary
0	16.55	23,211.38	16.55	24,452.63	16.55	25,569.75	16.55	26,811.00	16.55	29,790.00	16.55	15,391.50
1	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
2	16.95	23,772.38	16.95	25,043.63	16.95	26,187.75	16.95	27,459.00	16.95	30,510.00	16.95	15,763.50
3	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
4	17.40	24,403.50	17.40	25,708.50	17.40	26,883.00	17.40	28,188.00	17.40	31,320.00	17.40	16,182.00
5	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
6	17.76	24,908.40	17.76	26,240.40	17.76	27,439.20	17.76	28,771.20	17.76	31,968.00	17.76	16,516.80
7	17.89	25,090.73	17.89	26,432.48	17.89	27,640.05	17.89	28,981.80	17.89	32,202.00	17.89	16,637.70
8	18.00	25,245.00	18.00	26,595.00	18.00	27,810.00	18.00	29,160.00	18.00	32,400.00	18.00	16,740.00
9	18.18	25,497.45	18.18	26,860.95	18.18	28,088.10	18.18	29,451.60	18.18	32,724.00	18.18	16,907.40
10	18.44	25,862.10	18.44	27,245.10	18.44	28,489.80	18.44	29,872.80	18.44	33,192.00	18.44	17,149.20
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
11*	21.54	30,209.85	21.54	31,825.35	21.54	33,279.30	21.54	34,894.80	21.54	38,772.00	21.54	20,032.20

****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, 2027

Aide 187 - 4 hours, 748 hours

Full Time Years Experience	Part Time Years Experience	Per Hour	Aide 187 4 Hr/Day
0	0	16.55	12,379.40
0	1	16.55	12,379.40
1	2	16.80	12,566.40
1	3	16.80	12,566.40
2	4	16.95	12,678.60
2	5	16.95	12,678.60
3	6	17.25	12,903.00
3	7	17.25	12,903.00
4	8	17.40	13,015.20
4	9	17.40	13,015.20
5	10	17.61	13,172.28
5	11	17.61	13,172.28
6	12	17.76	13,284.48
6	13	17.76	13,284.48
7	14	17.89	13,381.72
7	15	17.89	13,381.72
8	16	18.00	13,464.00
8	17	18.00	13,464.00
9	18	18.18	13,598.64
9	19	18.18	13,598.64
10	20	18.44	13,793.12
10	21	18.44	13,793.12
11	22	21.29	15,924.92
11	23	21.29	15,924.92
11*	24	21.54	16,111.92
11*	25	21.54	16,111.92

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, 2027

Years	Per	197 day	Per	240 day
Experience	Hour	CDA	Hour	CDA
		Salary		Salary
0	19.97	29,505.68	19.97	35,946.00
1	20.26	29,934.15	20.26	36,468.00
2	20.57	30,392.18	20.57	37,026.00
3	20.86	30,820.65	20.86	37,548.00
4	21.18	31,293.45	21.18	38,124.00
5	21.47	31,721.93	21.47	38,646.00
6	21.77	32,165.18	21.77	39,186.00
7	22.08	32,623.20	22.08	39,744.00
8	22.38	33,066.45	22.38	40,284.00
9	22.68	33,509.70	22.68	40,824.00
10	22.98	33,952.95	22.98	41,364.00
11	26.20	38,710.50	26.20	47,160.00
11*	26.45	39,079.88	26.45	47,610.00

****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, 2027

Years Experience	Per Year Salary
0	61,612.40
1	61,983.84
2	62,318.14
3	63,061.02
4	63,432.48
5	63,952.49
6	64,501.82
7	64,836.12
8	65,207.56
9	65,579.00
10	66,210.46
11	69,858.32
11*	70,380.32

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, 2027
(12 Months, 8 hours, 261 days = 2088 hours)

Heating, Cooling, Electrical Maintenance

Years Experience	Per Hour	Per Year Salary
0	19.86	41,467.68
1	20.20	42,177.60
2	20.34	42,469.92
3	20.64	43,096.32
4	20.76	43,346.88
5	21.00	43,848.00
6	21.13	44,119.44
7	21.28	44,432.64
8	21.42	44,724.96
9	21.54	44,975.52
10	21.81	45,539.28
11	24.78	51,740.64
11*	25.03	52,262.64

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	22.11	46,165.68
1	22.43	46,833.84
2	22.55	47,084.40
3	22.89	47,794.32
4	23.03	48,086.64
5	23.24	48,525.12
6	23.40	48,859.20
7	23.51	49,088.88
8	23.67	49,422.96
9	23.80	49,694.40
10	24.08	50,279.04
11	27.22	56,835.36
11*	27.47	57,357.36

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, 2027

(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	16.55	34,556.40	16.55	31,776.00
1	16.55	34,556.40	16.55	31,776.00
2	16.55	34,556.40	16.55	31,776.00
3	16.55	34,556.40	16.55	31,776.00
4	16.55	34,556.40	16.55	31,776.00
5	16.55	34,556.40	16.55	31,776.00
6	16.55	34,556.40	16.55	31,776.00
7	16.55	34,556.40	16.55	31,776.00
8	16.55	34,556.40	16.55	31,776.00
9	16.67	34,806.96	16.67	32,006.40
10	17.15	35,809.20	17.15	32,928.00
11	19.83	41,405.04	19.83	38,073.60
11*	20.08	41,927.04	20.08	38,553.60

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, 2027
(12 Months, 8 hours, 261 days = 2088 hours)
(11 Months, 7.5 Hours, 240 days = 1800 hours)
Maintenance Department (Journeyman),Transportation Mechanic (Journeyman)

Years Experience	Per Hour	261 - Days Per Year Salary	240 - Days Per Year Salary
0	21.04	43,931.52	37,872.00
1	21.33	44,537.04	38,394.00
2	21.48	44,850.24	38,664.00
3	21.78	45,476.64	39,204.00
4	21.93	45,789.84	39,474.00
5	22.16	46,270.08	39,888.00
6	22.29	46,541.52	40,122.00
7	22.44	46,854.72	40,392.00
8	22.57	47,126.16	40,626.00
9	22.70	47,397.60	40,860.00
10	22.98	47,982.24	41,364.00
11	25.99	54,267.12	46,782.00
11*	26.24	54,789.12	47,232.00

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.

SUBSTITUTE BUS MECHANIC \$25.00 PER HOUR EFFECTIVE JULY 1, 2025

Maintenance I, Mechanic II, Warehouse/Inventory Clerk

Years Experience	Per Hour	261 - Days Per Year Salary	240 - Days Per Year Salary
0	17.32	36,164.16	31,176.00
1	17.61	36,769.68	31,698.00
2	17.75	37,062.00	31,950.00
3	18.07	37,730.16	32,526.00
4	18.20	38,001.60	32,760.00
5	18.42	38,460.96	33,156.00
6	18.55	38,732.40	33,390.00
7	18.69	39,024.72	33,642.00
8	18.82	39,296.16	33,876.00
9	18.97	39,609.36	34,146.00
10	19.23	40,152.24	34,614.00
11	21.94	45,810.72	39,492.00
11*	22.19	46,332.72	39,942.00

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, 2027
(186 Days @ 5.5 hours = 1023 hours)**

Years Experience	Per Hour	5.5 Hr Day Per Year Salary
0	17.47	17,871.81
1	17.85	18,260.55
2	18.03	18,444.69
3	18.48	18,905.04
4	18.73	19,160.79
5	19.07	19,508.61
6	19.28	19,723.44
7	19.48	19,928.04
8	19.72	20,173.56
9	19.91	20,367.93
10	20.33	20,797.59
11	23.75	24,296.25
11*	24.00	24,552.00

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, 2027

Years Experience	Per Hour	8 Hr Day		5.5 Hr Day	
		Per Year Salary	Per Hour	Per Year Salary	
0	15.25	22,692.00	15.25	15,600.75	
1	15.25	22,692.00	15.25	15,600.75	
2	15.25	22,692.00	15.25	15,600.75	
3	15.25	22,692.00	15.25	15,600.75	
4	15.25	22,692.00	15.25	15,600.75	
5	15.25	22,692.00	15.25	15,600.75	
6	15.25	22,692.00	15.25	15,600.75	
7	15.25	22,692.00	15.25	15,600.75	
8	15.25	22,692.00	15.25	15,600.75	
9	15.25	22,692.00	15.25	15,600.75	
10	15.25	22,692.00	15.25	15,600.75	
11	15.97	23,763.36	15.97	16,337.31	
11*	16.22	24,135.36	16.22	16,593.06	

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, 2027

(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	Per Hour	5.5 Hrs/Day
								261 - Days Salary
0	16.55	34,556.40	16.55	31,776.00	16.55	26,082.80	16.55	23,757.53
1	16.80	35,078.40	16.80	32,256.00	16.80	26,476.80	16.80	24,116.40
2	16.95	35,391.60	16.95	32,544.00	16.95	26,713.20	16.95	24,331.73
3	17.28	36,080.64	17.28	33,177.60	17.28	27,233.28	17.28	24,805.44
4	17.39	36,310.32	17.39	33,388.80	17.39	27,406.64	17.39	24,963.35
5	17.64	36,832.32	17.64	33,868.80	17.64	27,800.64	17.64	25,322.22
6	17.75	37,062.00	17.75	34,080.00	17.75	27,974.00	17.75	25,480.13
7	17.88	37,333.44	17.88	34,329.60	17.88	28,178.88	17.88	25,666.74
8	18.06	37,709.28	18.06	34,675.20	18.06	28,462.56	18.06	25,925.13
9	18.17	37,938.96	18.17	34,886.40	18.17	28,635.92	18.17	26,083.04
10	18.43	38,481.84	18.43	35,385.60	18.43	29,045.68	18.43	26,456.27
11	21.08	44,015.04	21.08	40,473.60	21.08	33,222.08	21.08	30,260.34
11*	21.33	44,537.04	21.33	40,953.60	21.33	33,616.08	21.33	30,619.22

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, 2027
(12 Months, 4 Hours, 261 days=1044 hours)

Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	16.55	17,278.20
0	1	16.55	17,278.20
1	2	16.80	17,539.20
1	3	16.80	17,539.20
2	4	16.95	17,695.80
2	5	16.95	17,695.80
3	6	17.28	18,040.32
3	7	17.28	18,040.32
4	8	17.39	18,155.16
4	9	17.39	18,155.16
5	10	17.64	18,416.16
5	11	17.64	18,416.16
6	12	17.75	18,531.00
6	13	17.75	18,531.00
7	14	17.88	18,666.72
7	15	17.88	18,666.72
8	16	18.06	18,854.64
8	17	18.06	18,854.64
9	18	18.17	18,969.48
9	19	18.17	18,969.48
10	20	18.43	19,240.92
10	21	18.43	19,240.92
11	22	21.08	22,007.52
11	23	21.08	22,007.52
11*	24	21.33	22,268.52
11*	25	21.33	22,268.52

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, 2027

Years Experience	Per Hour	7.5 Hr Day Per Year Salary
0	18.11	26,214.23
1	18.20	26,344.50
2	18.31	26,503.73
3	18.56	26,865.60
4	18.69	27,053.78
5	18.85	27,285.38
6	18.93	27,401.18
7	19.05	27,574.88
8	19.15	27,719.63
9	19.24	27,849.90
10	19.37	28,038.08
11	22.05	31,917.38
11*	22.30	32,279.25

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Nutrition Services Manager Supplements:

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

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.

*** 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.**

**NUTRITION SERVICES MANAGER
SUPPLEMENTS**

<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, 2027

Years Experience	Per Hour	Per Year Salary
0	16.55	22,127.35
1	16.65	22,261.05
2	16.76	22,408.12
3	17.34	23,183.58
4	17.47	23,357.39
5	17.53	23,437.61
6	17.60	23,531.20
7	17.71	23,678.27
8	17.78	23,771.86
9	17.86	23,878.82
10	17.97	24,025.89
11	20.52	27,435.24
11*	20.77	27,769.49

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, 2027
(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	16.55	9,234.90
0	1	16.55	9,234.90
1	2	16.65	9,290.70
1	3	16.65	9,290.70
2	4	16.76	9,352.08
2	5	16.76	9,352.08
3	6	17.34	9,675.72
3	7	17.34	9,675.72
4	8	17.47	9,748.26
4	9	17.47	9,748.26
5	10	17.53	9,781.74
5	11	17.53	9,781.74
6	12	17.60	9,820.80
6	13	17.60	9,820.80
7	14	17.71	9,882.18
7	15	17.71	9,882.18
8	16	17.78	9,921.24
8	17	17.78	9,921.24
9	18	17.86	9,965.88
9	19	17.86	9,965.88
10	20	17.97	10,027.26
10	21	17.97	10,027.26
11	22	20.52	11,450.16
11	23	20.52	11,450.16
11*	24	20.77	11,589.66
11*	25	20.77	11,589.66

4 Hour Nutrition Services Assistant

Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	16.55	12,313.20
0	1	16.55	12,313.20
1	2	16.65	12,387.60
1	3	16.65	12,387.60
2	4	16.76	12,469.44
2	5	16.76	12,469.44
3	6	17.34	12,900.96
3	7	17.34	12,900.96
4	8	17.47	12,997.68
4	9	17.47	12,997.68
5	10	17.53	13,042.32
5	11	17.53	13,042.32
6	12	17.60	13,094.40
6	13	17.60	13,094.40
7	14	17.71	13,176.24
7	15	17.71	13,176.24
8	16	17.78	13,228.32
8	17	17.78	13,228.32
9	18	17.86	13,287.84
9	19	17.86	13,287.84
10	20	17.97	13,369.68
10	21	17.97	13,369.68
11	22	20.52	15,266.88
11	23	20.52	15,266.88
11*	24	20.77	15,452.88
11*	25	20.77	15,452.88

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**

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