

PRESENTED AND APPROVED
IN OPEN BOARD MEETING
DATE: 10/21/2013
MIN. BK# 35
MIN BK PAGE # _____

BAKER COUNTY DISTRICT SCHOOL BOARD

SALARY SCHEDULES

2013-2014

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Baker County School Board
 Educational Leader's Salary Schedule: 240 Day Contract
 FYE June 30, 2014

Years	Bachelors	Masters	Specialist	Doctorate
0	41,726	44,925	46,204	47,571
1	42,396	45,595	46,874	48,241
2	43,066	46,265	47,544	48,911
3	43,736	46,935	48,214	49,581
4	44,406	47,605	48,884	50,251
5	45,107	48,306	49,585	50,952
6	45,838	49,037	50,316	51,683
7	46,690	49,890	51,169	52,536
8	47,543	50,742	52,022	53,388
9	48,396	51,595	52,874	54,241
10	49,249	52,448	53,727	55,094
11	50,223	53,423	54,702	56,069
12	51,198	54,397	55,676	57,043
13	52,416	55,615	56,895	58,262
14	53,635	56,834	58,113	59,480
15	54,853	58,052	59,331	60,698
16	56,071	59,270	60,549	61,916
17	57,289	60,489	61,768	63,135
18	58,508	61,707	62,986	64,353
19	59,726	62,925	64,204	65,571
20	60,944	64,143	65,423	66,789
21	62,162	65,362	66,641	68,008
22	63,411	66,610	67,890	69,256
23	64,660	67,859	69,138	70,505
24	65,909	69,108	70,387	71,754
25	67,157	70,357	71,636	73,003

Baker County School Board
 Educational Leader's Salary Schedule: 261 Day Contract
 FYE June 30, 2014

Years	Bachelors	Masters	Specialist	Doctorate
0	45,377	48,856	50,247	51,734
1	46,106	49,585	50,976	52,462
2	46,834	50,313	51,704	53,191
3	47,563	51,042	52,433	53,920
4	48,292	51,771	53,162	54,648
5	49,053	52,533	53,924	55,410
6	49,848	53,327	54,719	56,205
7	50,776	54,255	55,646	57,133
8	51,703	55,182	56,573	58,060
9	52,631	56,110	57,501	58,987
10	53,558	57,037	58,428	59,915
11	54,618	58,097	59,488	60,975
12	55,678	59,157	60,548	62,035
13	57,003	60,482	61,873	63,359
14	58,328	61,807	63,198	64,684
15	59,652	63,132	64,523	66,009
16	60,977	64,456	65,848	67,334
17	62,302	65,781	67,172	68,659
18	63,627	67,106	68,497	69,984
19	64,952	68,431	69,822	71,309
20	66,277	69,756	71,147	72,634
21	67,602	71,081	72,472	73,958
22	68,960	72,439	73,830	75,316
23	70,318	73,797	75,188	76,674
24	71,676	75,155	76,546	78,032
25	73,034	76,513	77,904	79,390

**2013-2014 Baker County
Educational Leaders' Responsibility Schedule**

FYE June 30, 2014

Superintendent	2.00% through year 16
Associate Superintendent for Personnel Services	11,000.00
Executive Director for Support Services	11,000.00
Executive Director for Teaching and Learning	11,000.00
Director of Accountability and Special Programs	9,000.00
Director of Student Services & ESE	9,000.00
Director of Vocational, Adult & Community Education	9,000.00
Director of Facilities & Maintenance	9,000.00
Director of Operations & Auxiliary Services	9,000.00
High School Principal	9,000.00
Director of Transportation & Property Control	9,000.00
Director of Nutrition Services, Purchasing & Warehousing	9,000.00
Coordinator of Community Education	7,000.00
Middle School, Keller Intermediate School, Macclenny Elementary School, Westside Elementary School, Pre-K Kindergarten Center and Alternative School Principals (6)	8,000.00
High School Vice Principal	6,500.00
Middle School Vice Principal	5,500.00
All Assistant Principals: High School (2), Middle School (2), Keller Intermediate School (1), Westside Elementary (1), Macclenny Elementary (1), and Pre-K Kindergarten Center (1)	4,500.00
Health Service Specialist	3,000.00
Longevity for 240-Day Administrators who have 25 years or more of teaching/administrative service	7,188.00
Longevity for 261-Day Administrators who have 25 years or more of teaching/administrative service	7,817.00

Baker County School Board
Teacher Salary Schedule: 197 Day Contract
FYE June 30, 2014

Years	Bachelors	Masters	Specialist	Doctorate
0	34,250	36,876	37,926	39,048
1	34,800	37,426	38,476	39,598
2	35,350	37,976	39,026	40,148
3	35,900	38,526	39,576	40,698
4	36,450	39,076	40,126	41,248
5	37,025	39,651	40,701	41,823
6	37,625	40,251	41,301	42,423
7	38,325	40,951	42,001	43,123
8	39,025	41,651	42,701	43,823
9	39,725	42,351	43,401	44,523
10	40,425	43,051	44,101	45,223
11	41,225	43,851	44,901	46,023
12	42,025	44,651	45,701	46,823
13	43,025	45,651	46,701	47,823
14	44,025	46,651	47,701	48,823
15	45,025	47,651	48,701	49,823
16	46,025	48,651	49,701	50,823
17	47,025	49,651	50,701	51,823
18	48,025	50,651	51,701	52,823
19	49,025	51,651	52,701	53,823
20	50,025	52,651	53,701	54,823
21	51,025	53,651	54,701	55,823
22	52,050	54,676	55,726	56,848
23	53,075	55,701	56,751	57,873
24	54,100	56,726	57,776	58,898
25	55,125	57,751	58,801	59,923

Baker County School Board
Teacher Salary Schedule: 240 Day Contract
FYE June 30, 2014

Years	Bachelors	Masters	Specialist	Doctorate
0	41,726	44,925	46,204	47,571
1	42,396	45,595	46,874	48,241
2	43,066	46,265	47,544	48,911
3	43,736	46,935	48,214	49,581
4	44,406	47,605	48,884	50,251
5	45,107	48,306	49,585	50,952
6	45,838	49,037	50,316	51,683
7	46,690	49,890	51,169	52,536
8	47,543	50,742	52,022	53,388
9	48,396	51,595	52,874	54,241
10	49,249	52,448	53,727	55,094
11	50,223	53,423	54,702	56,069
12	51,198	54,397	55,676	57,043
13	52,416	55,615	56,895	58,262
14	53,635	56,834	58,113	59,480
15	54,853	58,052	59,331	60,698
16	56,071	59,270	60,549	61,916
17	57,289	60,489	61,768	63,135
18	58,508	61,707	62,986	64,353
19	59,726	62,925	64,204	65,571
20	60,944	64,143	65,423	66,789
21	62,162	65,362	66,641	68,008
22	63,411	66,610	67,890	69,256
23	64,660	67,859	69,138	70,505
24	65,909	69,108	70,387	71,754
25	67,157	70,357	71,636	73,003

Baker County School Board
Annualized Teacher Salary Schedule - 261 Day Contract
FYE June 30, 2014

Years	Bachelors	Masters	Specialist	Doctorate
0	45,377	48,856	50,247	51,734
1	46,106	49,585	50,976	52,462
2	46,834	50,313	51,704	53,191
3	47,563	51,042	52,433	53,920
4	48,292	51,771	53,162	54,648
5	49,053	52,533	53,924	55,410
6	49,848	53,327	54,719	56,205
7	50,776	54,255	55,646	57,133
8	51,703	55,182	56,573	58,060
9	52,631	56,110	57,501	58,987
10	53,558	57,037	58,428	59,915
11	54,618	58,097	59,488	60,975
12	55,678	59,157	60,548	62,035
13	57,003	60,482	61,873	63,359
14	58,328	61,807	63,198	64,684
15	59,652	63,132	64,523	66,009
16	60,977	64,456	65,848	67,334
17	62,302	65,781	67,172	68,659
18	63,627	67,106	68,497	69,984
19	64,952	68,431	69,822	71,309
20	66,277	69,756	71,147	72,634
21	67,602	71,081	72,472	73,958
22	68,960	72,439	73,830	75,316
23	70,318	73,797	75,188	76,674
24	71,676	75,155	76,546	78,032
25	73,034	76,513	77,904	79,390

Baker County School Board
Teacher Salary Schedule: Summer School (Hourly Rate)
FYE June 30, 2014

Years	Bachelors	Masters	Specialist	Doctorate
0	23.18	24.96	25.67	26.43
1	23.55	25.33	26.04	26.80
2	23.93	25.70	26.41	27.17
3	24.30	26.08	26.79	27.55
4	24.67	26.45	27.16	27.92
5	25.06	26.84	27.55	28.31
6	25.47	27.24	27.95	28.71
7	25.94	27.72	28.43	29.19
8	26.41	28.19	28.90	29.66
9	26.89	28.66	29.37	30.13
10	27.36	29.14	29.85	30.61
11	27.90	29.68	30.39	31.15
12	28.44	30.22	30.93	31.69
13	29.12	30.90	31.61	32.37
14	29.80	31.57	32.28	33.04
15	30.47	32.25	32.96	33.72
16	31.15	32.93	33.64	34.40
17	31.83	33.60	34.32	35.07
18	32.50	34.28	34.99	35.75
19	33.18	34.96	35.67	36.43
20	33.86	35.64	36.35	37.11
21	34.53	36.31	37.02	37.78
22	35.23	37.01	37.72	38.48
23	35.92	37.70	38.41	39.17
24	36.62	38.39	39.10	39.86
25	37.31	39.09	39.80	40.56

**Baker County School Board
2013-2014 PART-TIME TEACHING SALARY SCHEDULE**

FYE June 30, 2014

<u>DEGREE</u>	<u>TYPE OF CONTRACT</u>	<u>MINIMUM HOURLY RATE</u>
Bachelor's Degree	1 - 9	\$23.18
	10 - 14	27.36
	15 - Up	30.47
Master's Degree	1 - 9	24.96
	10 - 14	29.14
	15 - Up	32.25
Specialist Degree	1 - 9	25.67
	10 - 14	29.85
	15 - Up	32.96
Doctor's Degree	1 - 9	26.43
	10 - 14	30.61
	15 - Up	33.72

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

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

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

2013-2014 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2014

Athletic Directors and Trainer

	\$4,865.00
High School Athletic Director	2,500.00
Middle School Athletic Coordinator	2,500.00
Athletic Trainer	

Football

High School Varsity Head Coach	4,350.00
High School Assistant Coach (7)	2,575.00
Middle School Head Coach	2,000.00
Middle School Assistant Coach (3)	1,500.00

Basketball

High School Boys' Varsity Head Coach****	3,630.00
High School Boys' Head Assistant Coach	1,595.00
Boys' Assistant Coach	1,390.00
Girls' Varsity Coach	3,630.00
Girls' Assistant Coach (2)	1,390.00
Boys' Middle School Coach	2,000.00
Girls' Middle School Coach	2,000.00

Wrestling

Wrestling Coach	2,470.00
Assistant Wrestling Coach	1,390.00

Baseball

Baseball Coach	3,090.00
Assistant Baseball Coach (2)	1,390.00
****Middle School Baseball Coach	1,500.00
****Assistant Middle School Baseball Coach	1,000.00

Weightlifting

Boys' Weightlifting Coach	1,855.00
Girls' Weightlifting Coach	1,855.00
Assistant Boys' Weightlifting Coach	1,030.00
Assistant Girls' Weightlifting Coach	1,030.00

Track

Boys' Track Coach	2,060.00
Girls' Track Coach	2,060.00
Boys' Assistant Track Coach	1,030.00
Girls' Assistant Track Coach	1,030.00
Middle School Boys' Track Coach	1,500.00
Middle School Girls' Track Coach	1,500.00

**2013-2014 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS**

FYE June 30, 2014

Cross Country

Boys' Cross Country Coach	1,390.00
Girls' Cross Country Coach.....	1,390.00

Tennis

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

Volleyball

High School Girls' Volleyball Coach	2,470.00
High School Girls' Junior Varsity Volleyball Coach	1,390.00
Middle School Volleyball Coach	1,500.00
Middle School Assistant Volleyball Coach	1,000.00

Softball

Girls' Softball Coach (Fast Pitch)	3,090.00
Girls' Assistant Softball Coach (Fast Pitch) (2).....	1,390.00
Girls' Softball Coach (Slow Pitch)	1,545.00
Girls' Assistant Softball Coach (Slow Pitch)	1,030.00
Middle School Girls' Softball Coach	1,500.00
Middle School Girls' Assistant Softball Coach	1,000.00

Bowling

Girls' Bowling Coach	1,545.00
Girls' Assistant Bowling Coach	1,030.00

Swimming

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

Cheerleader Sponsors

High School Competitive	1,030.00
High School Varsity Football	1,030.00
High School Junior Varsity Football	750.00
High School Varsity Basketball	1,030.00
High School Junior Varsity Basketball	750.00
Middle School Football (1)	750.00
Middle School Basketball (1)	750.00

High School Dance Drill Team

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

2013-2014 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2014

<u>Middle School Dancin' Paws</u>	300.00
Football Season (1).....	300.00
Basketball Season (1).....	
 <u>Band</u>	
High School Band Director	4,120.00
High School Assistant Band Director	1,030.00
Middle School Band Director	1,750.00
Middle School Assistant Band Director	775.00
Flag Corp	525.00
High School Majorettes	600.00
Middle School Majorettes	600.00
 <u>Chorus</u>	
High School	980.00
Middle School	775.00
Westside Elementary School	425.00
Macclenny Elementary School	425.00
 <u>Agriculture</u>	
Vocational Agriculture High School (2)	3,090.00
Vocational Agriculture Middle School	625.00
 <u>Future Homemakers of America (FHA)</u>	
High School	475.00
Middle School	475.00
 <u>Future Business Leaders of America (FBLA)</u>	
High School	450.00
Middle School	450.00
 <u>Technology Student Association</u>	
High School	450.00
Middle School	450.00
 <u>Other Vocational Clubs</u>	
Vocational Industrial Clubs of America (VICA)	450.00
Cooperative Education Club of Florida (CECF)	450.00
HOSA	450.00
 <u>Class Sponsor</u>	
Senior Class Sponsor.....	525.00
Junior Class Sponsor.....	525.00
Sophomore Class Sponsor.....	225.00
Freshman Class Sponsor.....	225.00

**2013-2014 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS**

FYE June 30, 2014

Annual Yearbook & Newspaper

BCHS.....	1,500.00
BCMS	900.00
Intermediate School.....	600.00
Maccleddy Elementary	600.00
Westside Elementary.....	600.00
Pre-K Kindergarten Center.....	600.00
BCHS Newspaper Sponsor.....	525.00

Beta Club

High School.....	450.00
Middle School	450.00

Student Council

High School	450.00
Middle School	450.00

Future Educators Club Sponsor

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

"Just Say No" Club Sponsor

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

Miscellaneous Clubs

Drama	3,000.00
Special Olympics Coordinator	1,415.00
Debate.....	450.00
High School High Q (2).....	525.00
Foreign Language	450.00
Video Productions	475.00

Director of Guidance

High School (3).....	1,235.00
Middle School (2)	1,235.00
Intermediate School (1)	1,235.00
Maccleddy Elementary (1)	1,235.00
Westside Elementary (1)	1,235.00
Pre-K Kindergarten Center (1)	1,235.00
Occupational Specialist.....	1,235.00

ESE

ESE Staffing Specialist	2,060.00
Behavioral Analyst (2)	2,000.00

2013-2014 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2014

School Psychologist (2)	6,000.00
Speech and Hearing Therapist (4).....	3,000.00
National Board Certification for Speech.....	425.00
Occupational Therapist (1)	1,545.00

Chairpersons

High School	**7,000.00
Middle School	**5,000.00
Intermediate School.....	3,400.00
Macclenny Elementary	3,400.00
Westside Elementary	3,400.00
Southside Educational Center (2)	300.00
Pre-K Kindergarten Center.....	1,235.00

Enrichment

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

Bus Duty Supplement (beyond work day)

High School (1)	1,200.00
Middle School (1)	1,200.00
Intermediate School (5)	1,200.00
Macclenny Elementary ()*	1,200.00
Westside Elementary ()*	1,200.00
Pre-K Kindergarten Center ()*	1,200.00
Elem (20 Min. or more Beyond the Contractual Day) (Max 4)	1,600.00

Longevity*****

Longevity for 197-Day Teachers	5,900.00
Longevity for 240-Day Teachers	7,188.00
Longevity for 261-Day Teachers	7,817.00

Other Miscellaneous

Teachers Assigned to the Alternative School Full Time	1,500.00
Program Specialist (Title I)	1,030.00
Teacher on Special Assignment (4)	2,575.00
National Board Certified Teachers.....	425.00
Team Leaders - Middle School (4 or more)	325.00
School Wellness Coordinators.....	500.00
Health Services Specialist.....	1,545.00
Peer Teacher	625.00
School Activities Coordinator - Middle School.....	250.00
Computer Network Manager***	1,030.00
Air Force ROTC(2)	2,060.00

**2013-2014 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS**

FYE June 30, 2014

- * Number of positions subject to periodic adjustments as mutually agreed upon.**
- ** For BCHS and BCMS divide existing dollars pro rata based upon number of persons in department compared to number of persons in all departments.**
- *** Limit to maximum of \$1,030 for each school that is networked (High School, Middle School, Westside Elementary, Macclenny Elementary, Intermediate School, Pre-K Kindergarten Center)**
- **** BCHS Head Football Coach will be placed on an 11-month teaching contract.**
- ***** Supplement will be paid for entirely from sponsor/booster funds. No funds will be used from the school district to pay for the supplement or to run the program.**
- ***** Longevity is for teachers who have completed 25 or more years of service as a teacher.**

**2013-14 INSTRUCTIONAL DIFFERENTIATED PAY POSITIONS
BAKER COUNTY SCHOOLS**

<u>Director of Guidance</u>	
High School (3).....	1,235.00
Middle School (2).....	1,235.00
Intermediate School (1).....	1,235.00
Macclenny Elementary (1).....	1,235.00
Westside Elementary (1).....	1,235.00
Pre-K Kindergarten Center (1).....	1,235.00
Occupational Specialist.....	1,235.00

<u>ESE</u>	
ESE Staffing Specialist.....	2,060.00
Behavioral Analyst.....	2,000.00
School Psychologist.....	6,000.00
Speech and Hearing Therapist.....	3,000.00
National Board Certification for Speech.....	425.00
Occupational Therapist.....	1,545.00
ESE Teacher (Paid from IDEA).....	1,200.00

<u>Chairpersons</u>	
High School.....	**7,000.00
Middle School.....	**5,000.00
Intermediate School.....	3,400.00
Macclenny School.....	3,400.00
Westside School.....	3,400.00
Southside Education Center (2).....	200.00
Pre-K Kindergarten Center.....	1,235.00

<u>Other Miscellaneous</u>	
Teachers Assigned to the Alternative School Full Time.....	1,500.00
Team Leaders - Middle School (4 or more).....	325.00
Peer Teacher.....	625.00
Computer Network Manager.....	1,030.00

On an annual basis administration will review all instructional positions to determine if differentiated pay is necessary based on Section 1012.22(1)(c)4.b., Florida Statutes.

INSTRUCTIONAL PERSONNEL SALARY SCHEDULE GUIDELINES 2013-2014

For the term of this contract, a step represents one (1) year of recognized teaching experience. Teachers who have worked ninety-nine (99) or more days in Baker County during the preceding school year will be advanced one step in the appropriate column.

Upon notification, in writing, to the Finance Department by August 1, newly earned advanced degrees will be pro-rated from January 1, if verified by the Certification Administrator at the District Office.

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

INSTRUCTIONAL SUPPORT PERSONNEL

Media Specialists, Guidance Counselors and other instructional support personnel may work additional days if extra days are approved by the Principal, Superintendent, and the School Board.

Baker County School Board
Teacher Salary Schedule: 197 Day Contract (5%)
FYE June 30, 2014

Years	Bachelors	Masters	Specialist	Doctorate
0	1,713	1,844	1,896	1,952
1	1,740	1,871	1,924	1,980
2	1,768	1,899	1,951	2,007
3	1,795	1,926	1,979	2,035
4	1,823	1,954	2,006	2,062
5	1,851	1,983	2,035	2,091
6	1,881	2,013	2,065	2,121
7	1,916	2,048	2,100	2,156
8	1,951	2,083	2,135	2,191
9	1,986	2,118	2,170	2,226
10	2,021	2,153	2,205	2,261
11	2,061	2,193	2,245	2,301
12	2,101	2,233	2,285	2,341
13	2,151	2,283	2,335	2,391
14	2,201	2,333	2,385	2,441
15	2,251	2,383	2,435	2,491
16	2,301	2,433	2,485	2,541
17	2,351	2,483	2,535	2,591
18	2,401	2,533	2,585	2,641
19	2,451	2,583	2,635	2,691
20	2,501	2,633	2,685	2,741
21	2,551	2,683	2,735	2,791
22	2,603	2,734	2,786	2,842
23	2,654	2,785	2,838	2,894
24	2,705	2,836	2,889	2,945
25	2,756	2,888	2,940	2,996

Baker County School Board
Teacher Salary Schedule: 240 Day Contract (5%)
FYE June 30, 2014

Years	Bachelors	Masters	Specialist	Doctorate
0	2,086	2,246	2,310	2,379
1	2,120	2,280	2,344	2,412
2	2,153	2,313	2,377	2,446
3	2,187	2,347	2,411	2,479
4	2,220	2,380	2,444	2,513
5	2,255	2,415	2,479	2,548
6	2,292	2,452	2,516	2,584
7	2,335	2,494	2,558	2,627
8	2,377	2,537	2,601	2,669
9	2,420	2,580	2,644	2,712
10	2,462	2,622	2,686	2,755
11	2,511	2,671	2,735	2,803
12	2,560	2,720	2,784	2,852
13	2,621	2,781	2,845	2,913
14	2,682	2,842	2,906	2,974
15	2,743	2,903	2,967	3,035
16	2,804	2,964	3,027	3,096
17	2,864	3,024	3,088	3,157
18	2,925	3,085	3,149	3,218
19	2,986	3,146	3,210	3,279
20	3,047	3,207	3,271	3,339
21	3,108	3,268	3,332	3,400
22	3,171	3,331	3,394	3,463
23	3,233	3,393	3,457	3,525
24	3,295	3,455	3,519	3,588
25	3,358	3,518	3,582	3,650

Baker County School Board
 Educational Leader's Salary Schedule: 261 Day Contract (5%)
 FYE June 30, 2014

Years	Bachelors	Masters	Specialist	Doctorate
0	2,269	2,443	2,512	2,587
1	2,305	2,479	2,549	2,623
2	2,342	2,516	2,585	2,660
3	2,378	2,552	2,622	2,696
4	2,415	2,589	2,658	2,732
5	2,453	2,627	2,696	2,771
6	2,492	2,666	2,736	2,810
7	2,539	2,713	2,782	2,857
8	2,585	2,759	2,829	2,903
9	2,632	2,805	2,875	2,949
10	2,678	2,852	2,921	2,996
11	2,731	2,905	2,974	3,049
12	2,784	2,958	3,027	3,102
13	2,850	3,024	3,094	3,168
14	2,916	3,090	3,160	3,234
15	2,983	3,157	3,226	3,300
16	3,049	3,223	3,292	3,367
17	3,115	3,289	3,359	3,433
18	3,181	3,355	3,425	3,499
19	3,248	3,422	3,491	3,565
20	3,314	3,488	3,557	3,632
21	3,380	3,554	3,624	3,698
22	3,448	3,622	3,691	3,766
23	3,516	3,690	3,759	3,834
24	3,584	3,758	3,827	3,902
25	3,652	3,826	3,895	3,970

SUBSTITUTE TEACHER AND SUBSTITUTE NURSE PAY

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

Non-Degreed (High School Diploma)	75.00/Day
Associate of Arts or Science	85.00/Day
Bachelor's Degree	100.00/Day
Master Degree or Higher	125.00/Day

**2013-2014 BAKER COUNTY
POSITIONS APPROVED FOR IN-COUNTY TRAVEL REIMBURSEMENT**

#	POSITION TITLE
1	Superintendent
1	Associate Superintendent for Personnel Services
1	Executive Director for Teaching and Learning
1	Director of Student Services and Exceptional Student Education
1	Director of Career and Adult Education
1	Director of Facilities and Maintenance
1	Director of Transportation
1	Director of Nutrition Services, Purchasing and Warehousing
2	School Psychologist
2	Vocational Agribusiness Teacher
1	DCT Coordinator
2	Work Experience Coordinator
1	Occupational Specialist
1	Career Education Program Assistant
1	Staffing Specialist
1	Exceptional Student Education Coordinator
1	Health Services Specialist
6	School Health Nurse
1	Health Science Education Teacher
1	Attendance Officer
1	Data Processing System Programmer/Analyst
1	Parent Educator, First Start
5	Employees in Pre-Kindergarten Early Intervention Program
1	Principal at Baker County High School
1	Principal at Baker County Middle School
1	Principal at Keller Intermediate School
1	Principal at Macclenny Elementary School
1	Principal at Westside Elementary School
1	Instructional Assistant at Southside Educational Center
1	Teacher for the Visually Impaired and ESE Parent Liaison

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

FYE June 30, 2014

**Data Processing
Student/Staff & Finance Manager**

**Annualized/261-Day
Teacher Salary Schedule**

Social Worker/Attendance Office

**240-Day
Teacher Salary Schedule**

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER

Upon notification, in writing, to the Finance Office by August 1st, newly earned advanced degrees will be pro-rated from January 1st, if verified by the Certification Administrator at the County Office.

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

Baker County School Board
Health Services Specialist
School Health Nurse/RN/Case Manager
Salary Schedule
197 Days and 186 Days
FYE June 30, 2014

Years Experience	197 days Annual Contract Salary	197 days Masters Contract Salary	186 days Annual Contract Salary	186 days Masters Contract Salary
0	34,250	36,876	32,338	34,817
1	34,800	37,426	32,857	35,336
2	35,350	37,976	33,376	35,856
3	35,900	38,526	33,895	36,375
4	36,450	39,076	34,415	36,894
5	37,025	39,651	34,958	37,437
6	37,625	40,251	35,524	38,003
7	38,325	40,951	36,185	38,664
8	39,025	41,651	36,846	39,325
9	39,725	42,351	37,507	39,986
10	40,425	43,051	38,168	40,647
11	41,225	43,851	38,923	41,402
12	42,025	44,651	39,678	42,158
13	43,025	45,651	40,623	43,102
14	44,025	46,651	41,567	44,046
15	45,025	47,651	42,511	44,990
16	46,025	48,651	43,455	45,934
17	47,025	49,651	44,399	46,879
18	48,025	50,651	45,343	47,823
19	49,025	51,651	46,288	48,767
20	50,025	52,651	47,232	49,711
21	51,025	53,651	48,176	50,655
22	52,050	54,676	49,144	51,623
23	53,075	55,701	50,111	52,591
24	54,100	56,726	51,079	53,559
25	55,125	57,751	52,047	54,526

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Upon notification, in writing to the Finance Office by August 1, newly earned advanced degrees will be pro-rated from January 1, if verified by the Certification Administrator at the County Office.

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

This salary schedule is not effective for nurses hired on or after July 1, 2013.

Baker County School Board
Registered Nurse
Salary Schedule
7.5 Hours - 197 days - 1477.5 hours
FYE June 30, 2014

Years Experience	Per Hour	7.5 Hr Day Per Year Salary
0	19.61	28,980.00
1	19.61	28,980.00
2	19.61	28,980.00
3	19.61	28,980.00
4	19.61	28,980.00
5	19.61	28,980.00
6	19.61	28,980.00
7	19.61	28,980.00
8	19.61	28,980.00
9	19.61	28,980.00
10	19.61	28,980.00
11	22.42	33,120.00

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

An additional \$2,000 supplement will be paid for a BSN.

This salary schedule becomes effective with all incoming nurses beginning work on or after July 1, 2013.

CLASSIFIED EMPLOYEES

An employee must work for three (3) years as a classified employee under the supervision of a district office administrator to start receiving the additional longevity salary on a cumulative basis as follows, effective July 1, 1984:

3 years.....	\$410.00
6 years.....	420.00
9 years.....	430.00
12 years.....	440.00
15 years.....	450.00
18 years.....	500.00

An employee who is a classified employee will be awarded for their college (semester) hours as follows: The rates will not apply when the credit hours are required for employment. Anyone currently employed as of November 20, 2012, may continue on their current track and schedule of earning these funds according to this scale. For new hires after November 20, 2012, these rates will not be compounded. (Must be from an accredited awarded college with official transcript on file in the Personnel Department)

The existing employees who qualified for these credit awards are grandfathered in at their current rate and schedule.

30-59 Semester Hours-\$.40 per hr. x hours worked on job
60-89 Semester Hours-\$.70 per hr. x hours worked on job
90+ Semester Hours-\$.75 per hr. x hours worked on job

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

Associate of Arts or Associate of Science \$100
Bachelor of Arts or Bachelor of Science \$200

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

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

Baker County School Board
Executive Secretary - Salary Schedule
FYE June 30, 2014

Years Experience	(Ex. Sec.) Annual Salary
0	37,246.93
1	37,540.45
2	37,833.98
3	38,483.29
4	38,776.82
5	39,248.23
6	39,719.66
7	40,013.18
8	40,306.71
9	40,600.23
10	41,160.60
11	42,634.23
12	42,927.76
13	43,221.28
14	43,514.81
15	43,808.33
16	44,101.86
17	44,395.38
18	45,558.77

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
 Secretary Salary Schedule - 261 Days and 240
 FYE June 30, 2014

Years Experience	(Sec. I) Annual Salary 261	(Sec. II) Annual Salary 261	(Sec. III) Annual Salary 261	(Sec. I) Annual Salary 240	(Sec. II) Annual Salary 240	(Sec. III) Annual Salary 240
0	34,525.15	33,582.31	32,118.24	31,753.51	30,886.54	29,540.26
1	34,818.67	33,875.83	32,411.77	32,023.41	31,156.44	29,810.17
2	35,112.20	34,169.37	32,705.29	32,293.33	31,426.35	30,080.07
3	35,761.51	34,818.67	33,354.61	32,890.39	32,023.41	30,677.15
4	36,055.04	35,112.20	33,648.13	33,160.31	32,293.33	30,947.05
5	36,526.45	35,583.61	34,119.55	33,593.79	32,726.81	31,380.55
6	36,997.88	36,055.04	34,590.97	34,027.29	33,160.31	31,814.03
7	37,291.40	36,348.56	34,884.50	34,297.19	33,430.21	32,083.95
8	37,584.93	36,642.09	35,178.02	34,567.10	33,700.12	32,353.85
9	37,878.45	36,935.61	35,471.55	34,837.00	33,970.02	32,623.76
10	38,438.82	37,495.98	36,031.91	35,352.29	34,485.31	33,139.03
11	39,912.45	38,969.61	37,505.55	36,707.35	35,840.37	34,494.11
12	40,205.98	39,263.14	37,799.07	36,977.26	36,110.29	34,764.01
13	40,499.50	39,556.66	38,092.60	37,247.16	36,380.19	35,033.93
14	40,793.03	39,850.19	38,386.12	37,517.08	36,650.10	35,303.83
15	41,086.55	40,143.71	38,679.65	37,786.98	36,920.00	35,573.74
16	41,380.08	40,437.24	38,973.17	38,056.90	37,189.92	35,843.64
17	41,673.60	40,730.76	39,266.70	38,326.80	37,459.82	36,113.56
18	42,810.76	41,858.83	40,380.65	39,304.35	38,429.02	37,069.77

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

After two (2) years on the Secretary III Scale, an employee may be promoted to Secretary II if the immediate supervisor feels that the employee has progressed well enough to assume the responsibilities of a Secretary II.

After two (2) years on the Secretary II Scale, an employee may be promoted to Secretary I if the immediate supervisor feels that the employee has progressed well enough to assume the responsibilities of a Secretary I.

Baker County School Board
 Finance Aide/Assoc. Supt. Secretary - 12 Month Employee (261 Days)
 Secretary/Nutrition Services Finance Aide - 11 Month Employee (240 Days)
 Salary Schedule
 FYE June 30, 2014

Years Experience	(Fin I) 261 Days Annual Salary	(Fin II) 261 Days Annual Salary	(Fin I) 240 Days Annual Salary	(Fin II) 240 Days Annual Salary
0	37,246.93	34,525.15	34,250.05	31,747.27
1	37,540.45	34,818.67	34,519.95	32,017.17
2	37,833.98	35,112.20	34,789.87	32,287.08
3	38,483.29	35,761.51	35,386.93	32,884.15
4	38,776.82	36,055.04	35,656.85	33,154.06
5	39,248.23	36,526.45	36,090.33	33,587.54
6	39,719.66	36,997.88	36,523.83	34,021.04
7	40,013.18	37,291.40	36,793.73	34,290.94
8	40,306.71	37,584.93	37,063.64	34,560.86
9	40,600.23	37,878.45	37,333.54	34,830.76
10	41,160.60	38,438.82	37,848.83	35,346.04
11	42,634.23	39,912.45	39,203.89	36,701.10
12	42,927.76	40,205.98	39,473.80	36,971.02
13	43,221.28	40,499.50	39,743.70	37,240.92
14	43,514.81	40,793.03	40,013.62	37,510.84
15	43,808.33	42,865.49	40,283.52	39,416.54
16	44,101.86	43,159.02	40,553.44	39,686.46
17	44,395.38	43,452.54	40,823.34	39,956.36
18	45,558.77	44,606.85	41,893.13	41,017.79

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

After two (2) years on the Finance Aide II scale, a person may be promoted to the Finance Aide I scale with the approval of the immediate supervisor.

Baker County School Board
Part-Time Finance Aide - 11 Month Employee (240 Days at 3.5 Hours per Day)
Salary Schedule
FYE June 30, 2014

Years Experience	(Fin I) 240 Days 3.5 Hours per Day Annual Salary	(Fin II) 240 Days 3.5 Hours per Day Annual Salary
0	15,983.36	14,815.39
1	15,983.36	14,815.39
2	16,109.31	14,941.34
3	16,109.31	14,941.34
4	16,235.27	15,067.31
5	16,235.27	15,067.31
6	16,513.90	15,345.93
7	16,513.90	15,345.93
8	16,639.86	15,471.90
9	16,639.86	15,471.90
10	16,842.15	15,674.19
11	16,842.15	15,674.19
12	17,044.45	15,876.49
13	17,044.45	15,876.49
14	17,170.41	16,002.44
15	17,170.41	16,002.44
16	17,296.37	16,128.40
17	17,296.37	16,128.40
18	17,422.32	16,254.35
19	17,422.32	16,254.35
20	17,662.79	16,494.82
21	17,662.79	16,494.82
22	18,295.15	17,127.18
23	18,295.15	17,127.18
24	18,421.11	17,253.14
25	18,421.11	17,253.14
26	18,547.06	17,379.10
27	18,547.06	17,379.10
28	18,673.02	17,505.06
29	18,673.02	17,505.06
30	18,798.98	18,394.39
31	18,798.98	18,394.39
32	18,924.94	18,520.35
33	18,924.94	18,520.35
34	19,050.89	18,646.30
35	19,050.89	18,646.30
36	19,550.13	19,141.64

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

After Four (4) years on the part-time Finance Aide II scale, a person may be promoted to the Finance Aide I scale with the approval of the immediate supervisor.

**NON-INSTRUCTIONAL PERSONNEL
SALARY SCHEDULE GUIDELINES
AWARD FOR COLLEGE SEMESTER HOURS
2013-2014**

All non-instructional employees will be awarded for their college hours as follows: (Must be from an accredited awarded college with official transcript on file in the Personnel Department)

**30 - 59 Semester Hours - \$.40 per hour
60 - 89 Semester Hours - \$.70 per hour
90+ Semester Hours - \$.75 per hour**

These rates will not apply when the credit hours are required for employment. Anyone currently employed, as of the ratification date, November 20, 2012, may continue on their current track and schedule of earning these funds according to this scale. For new hires, after ratification date November 20, 2012, these rates will not be compounded.

The existing employees who qualified for these credit awards are grandfathered in at their current rate and schedule.

Upon receipt in the Finance Department of official transcript from an accredited college or university, and upon verification by the Associate Superintendent of Human Resources, eligible non-instructional employees attaining a confirmed degree will receive additional compensation as follows:

AA/AS Degrees	\$100/year
BA/BS Degrees	\$200/year

LONGEVITY

All non-instructional personnel who have completed 19 years non-instructional service, of which 15 years must have been Baker County service years, will be eligible for an additional \$500.00 as part of their base salary beginning in the 20th year of service. Eligibility for this \$500.00 addition to the base salary ends at the completion of 25 years' service.

All non-instructional personnel who have completed 25 years of non-instructional service, 15 of which must have been Baker County service, will be eligible for an additional \$850.00 as part of their base salary beginning in the 26th year of service. Eligibility for this \$850.00 addition to the base salary ends at the completion of 30 years' service and is non-cumulative. Non-instructional personnel with 30 or more years non-instructional service as of July 1, 1991, of which 15 years are Baker County service, will be eligible for this additional compensation for a period of 5 years.

Baker County School Board
 High School & Middle School Secretary/Bookkeeper - 261 days
 Keller Intermediate School Secretary/Bookkeeper - 240 days
 Salary Schedule
 FYE June 30, 2014

Years Experience	Salary 261 - Days	Salary 240 - Days
0	32,569.67	29,955.37
1	32,866.81	30,228.60
2	33,201.11	30,536.01
3	33,832.58	31,116.66
4	34,166.88	31,424.06
5	34,649.75	31,868.08
6	35,161.94	32,339.07
7	35,459.09	32,612.30
8	35,719.09	32,851.39
9	36,053.39	33,158.79
10	36,610.56	33,671.13
11	38,124.97	35,063.69
12	38,422.13	35,336.94
13	38,719.28	35,610.18
14	39,053.58	35,917.58
15	39,350.74	36,190.84
16	39,685.02	36,498.22
17	39,982.19	36,771.47
18	41,106.71	37,737.41

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
 School Secretary-Bookkeeper & Data Processors
 School Secretary/Clerical Assistant to Teachers
 Salary Schedule
 FYE June 30, 2014

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

School Secretary - Bookkeeper & Data Processors

Years Experience	Per Hour	216 Days Per Year Salary	Per Hour	240 Days Per Year Salary	Per Hour	261 Days Per Year Salary
0	12.63	20,461.66	12.63	22,726.55	12.62	24,708.33
1	12.91	20,906.13	12.90	23,220.41	12.90	25,245.40
2	13.05	21,140.06	13.04	23,480.33	13.04	25,528.07
3	13.34	21,607.93	13.33	24,000.18	13.33	26,093.41
4	13.47	21,818.47	13.46	24,234.11	13.46	26,347.81
5	13.68	22,169.36	13.68	24,624.00	13.68	26,771.81
6	13.84	22,426.69	13.84	24,909.92	13.84	27,082.74
7	13.96	22,613.84	13.95	25,117.86	13.95	27,308.88
8	14.10	22,847.77	14.10	25,377.78	14.10	27,591.55
9	14.23	23,058.31	14.23	25,611.72	14.23	27,845.95
10	14.46	23,432.60	14.46	26,027.59	14.46	28,298.22
11	16.85	27,294.16	16.82	30,280.84	16.86	32,997.69

School Secretary/Clerical Assistant to Teachers

Years Experience	Per Hour	216 Days Per Year Salary
0	11.73	19,002.74
1	11.99	19,423.81
2	12.12	19,634.35
3	12.42	20,125.61
4	12.57	20,359.54
5	12.77	20,687.05
6	12.91	20,920.98
7	13.03	21,108.12
8	13.16	21,318.66
9	13.32	21,575.99
10	13.58	21,997.07
11	15.91	25,769.60

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Instructional Assistants
Salary Schedule
FYE June 30, 2014

Aide 186 - 5 hours, 186 days, 930 hours

Aide 187 - 7.5 hours, 187 days, 1402.5 hours; 4 hours, 187 days, 748 hours

Aide 206 - 7.5 hours, 206 days, 1545 hours

Aide 216 - 7.5 hours, 216 days, 1620 hours

Years Experience	Per Hour	Aide 187 Salary	Per Hour	Aide 206 Salary	Per Hour	Aide 216 Salary	Per Hour	Aide 186 5 Hr/Day
0	11.67	16,360.60	11.66	18,015.02	11.66	18,885.77	11.67	10,848.74
1	11.94	16,745.40	11.93	18,438.92	11.93	19,330.24	11.94	11,103.90
2	12.08	16,947.92	12.08	18,662.02	12.08	19,564.17	12.08	11,238.20
3	12.39	17,373.22	12.38	19,130.53	12.38	20,055.43	12.39	11,520.21
4	12.53	17,575.75	12.53	19,353.63	12.52	20,289.36	12.53	11,654.51
5	12.75	17,879.54	12.74	19,688.29	12.74	20,640.26	12.75	11,855.95
6	12.89	18,082.06	12.89	19,911.39	12.89	20,874.19	12.89	11,990.24
7	13.02	18,264.33	13.02	20,112.18	13.02	21,084.73	13.02	12,111.11
8	13.14	18,426.35	13.13	20,290.66	13.13	21,271.88	13.14	12,218.54
9	13.31	18,669.38	13.31	20,558.38	13.30	21,552.60	13.31	12,379.70
10	13.57	19,033.93	13.57	20,959.97	13.56	21,973.67	13.57	12,621.43
11	16.02	22,475.02	16.00	24,716.52	15.99	25,896.25	16.02	14,903.22

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Substitute Aide: \$8.00 per hour.

INFORMATION ONLY

BENEFIT: As per Baker County School Board Policy Handbook

HOLIDAY: All 12 month employees will receive 13 paid holidays.

Annual: All 12 month (261 day) employees will receive annual leave at a rate of 1.0, 1.25, 1.5, or 2.0 days per month depending on continuous service in district.

Sick Leave: All full time employees will receive 1 day per month for each month in the contract period.

Baker County School Board
Instructional Assistants
Salary Schedule
FYE June 30, 2014

Aide 187 - 4 hours, 748 hours

Full Time Years Experience	Part Time Years Experience	Per Hour	Aide 187 4 Hr/Day
0	0	11.67	8,725.65
0	1	11.67	8,725.65
1	2	11.94	8,930.88
1	3	11.94	8,930.88
2	4	12.08	9,038.89
2	5	12.08	9,038.89
3	6	12.39	9,265.72
3	7	12.39	9,265.72
4	8	12.53	9,373.73
4	9	12.53	9,373.73
5	10	12.75	9,535.75
5	11	12.75	9,535.75
6	12	12.89	9,643.77
6	13	12.89	9,643.77
7	14	13.02	9,740.98
7	15	13.02	9,740.98
8	16	13.14	9,827.39
8	17	13.14	9,827.39
9	18	13.31	9,957.00
9	19	13.31	9,957.00
10	20	13.57	10,151.43
10	21	13.57	10,151.43
11	22	16.02	11,986.68
11	23	16.02	11,986.68

Baker County School Board
 Prekindergarten Child Development Associates
 Salary Schedule
 7.5 Hours - 197 days - 1477.5 hours
 7.5 Hours - 240 days - 1800 hours
 FYE June 30, 2014

Years Experience	Per Hour	CDA 197 Salary	Per Hour	CDA 240 Salary
0	15.11	22,330.53	15.10	27,187.76
1	15.40	22,757.24	15.39	27,707.61
2	15.72	23,226.62	15.71	28,279.44
3	16.01	23,653.33	16.00	28,799.29
4	16.33	24,122.71	16.32	29,371.13
5	16.62	24,549.42	16.61	29,890.98
6	16.92	24,997.46	16.91	30,436.82
7	17.22	25,445.51	17.21	30,982.66
8	17.53	25,893.55	17.52	31,528.50
9	17.83	26,341.60	17.82	32,074.34
10	18.13	26,789.64	18.12	32,620.19
11	20.95	30,955.03	20.90	37,621.35

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Bus Garage Shop Manager - Maintenance Foreman/Inventory Manager
Salary Schedule
12 Month Employee
FYE June 30, 2014

Years Experience	Per Year Salary
0	50,213.20
1	50,584.64
2	50,918.94
3	51,661.82
4	52,033.28
5	52,553.29
6	53,102.62
7	53,436.92
8	53,808.36
9	54,179.80
10	54,811.26
11	57,832.72

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
 Heating Cooling, Electrical Maintenance
 Heating Cooling, Electrical (Journeyman)
 Safety Inspector
 Salary Schedule
 FYE June 30, 2014
 (12 Months, 8 hours, 261 days = 2088 hours)

Heating, Cooling, Electrical Maintenance

Years Experience	Per Hour	Per Year Salary
0	15.07	31,465.08
1	15.40	32,158.56
2	15.55	32,460.07
3	15.85	33,093.25
4	15.96	33,334.46
5	16.21	33,847.03
6	16.34	34,118.39
7	16.48	34,419.90
8	16.63	34,721.42
9	16.74	34,962.63
10	17.02	35,535.50
11	19.59	40,902.95

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

Heating, Cooling, Electrical (Journeyman)
 Safety Inspector

Years Experience	Per Hour	Per Year Salary
0	17.32	36,162.70
1	17.64	36,832.47
2	17.76	37,076.02
3	18.09	37,776.23
4	18.24	38,080.67
5	18.44	38,506.89
6	18.60	38,841.77
7	18.72	39,085.33
8	18.88	39,420.21
9	19.01	39,694.21
10	19.29	40,272.64
11	22.02	45,983.27

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Maintenance Department (Journeyman), Transportation Mechanic (Journeyman)
Maintenance I, Mechanic II, Warehouse/Inventory Clerk
Salary Schedule
FYE June 30, 2014
(12 Months, 8 hours, 261 days = 2088 hours)
(11 Months, 4 Hours, 240 days = 960 hours)
Maintenance Department (Journeyman), Transportation Mechanic (Journeyman)

Years Experience	Per Hour	261 - Days Per Year Salary	240 - Days Per Year Salary
0	16.25	33,922.71	15,596.65
1	16.54	34,531.59	15,876.59
2	16.68	34,836.03	16,016.56
3	16.99	35,475.35	16,310.51
4	17.14	35,779.79	16,450.48
5	17.37	36,266.89	16,674.43
6	17.50	36,540.89	16,800.41
7	17.65	36,845.33	16,940.38
8	17.78	37,119.32	17,066.36
9	17.91	37,393.32	17,192.33
10	18.19	37,971.76	17,458.28
11	20.79	43,416.43	19,961.58

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

Bus Mechanic Journeyman -- Employee must have worked three (3) years prior with a reputable firm employing more than (1) full-time mechanic. This must be verified by employer.

A \$250 supplement will be paid to the Bus Mechanic Trainer.

A \$250 supplement will be paid to the Certified Bus Inspector.

Maintenance I, Mechanic II, Warehouse/Inventory Clerk

Years Experience	Per Hour	261 - Days Per Year Salary	240 - Days Per Year Salary
0	12.53	26,158.46	12,026.88
1	12.82	26,761.48	12,304.13
2	12.96	27,063.00	12,442.76
3	13.28	27,726.33	12,747.74
4	13.41	27,997.69	12,872.50
5	13.63	28,449.96	13,080.44
6	13.76	28,721.32	13,205.20
7	13.90	29,022.83	13,343.83
8	14.03	29,294.19	13,468.59
9	14.17	29,595.70	13,607.22
10	14.43	30,138.43	13,856.75
11	16.74	34,961.04	16,074.04

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board

School Bus Driver

Salary Schedule

FYE June 30, 2014

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

(Including 6 Holidays)

Years Experience	Per Hour	5.5 Hr Day Per Year Salary	Years Experience	Per Hour	8 Hr Day Per Year Salary
0	12.53	12,816.61	0	12.50	18,607.05
1	12.90	13,200.69	1	12.88	19,165.72
2	13.09	13,392.73	2	13.07	19,445.05
3	13.54	13,850.67	3	13.52	20,111.15
4	13.78	14,101.80	4	13.76	20,476.43
5	14.13	14,456.34	5	14.11	20,992.12
6	14.33	14,663.15	6	14.31	21,292.94
7	14.54	14,869.97	7	14.51	21,593.76
8	14.78	15,121.10	8	14.76	21,959.04
9	14.97	15,313.14	9	14.95	22,238.37
10	15.39	15,741.54	10	15.36	22,861.50
11	18.41	18,830.31	11	18.28	27,201.35

SUBSTITUTE BUS DRIVERS:

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

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

Trips: \$24.00 per trip or the hourly rate of 0 years experience for daily field trips whichever is more.

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board

Bus Aide

Salary Schedule

(186 Days, 5.5 hours = 1023 hour)

(186 Days, 8 hours = 1488 hour)

(Including 6 Holidays)

FYE June 30, 2014

Years Experience	Per Hour	8 Hr Day Per Year Salary	Per Hour	5.5 Hr Day Per Year Salary
0	9.02	13,424.71	9.05	9,253.75
1	9.20	13,682.56	9.22	9,431.02
2	9.37	13,940.40	9.39	9,608.29
3	9.54	14,198.25	9.57	9,785.55
4	9.74	14,499.07	9.77	9,992.37
5	9.93	14,778.40	9.96	10,184.41
6	10.12	15,057.73	10.14	10,376.45
7	10.34	15,380.04	10.36	10,598.03
8	10.54	15,680.86	10.56	10,804.85
9	10.74	15,981.68	10.76	11,011.66
10	10.94	16,282.50	10.97	11,218.47
11	12.42	18,483.08	12.55	12,836.49

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Substitute Aides:

Paid at Step 0 of the bus aides pay schedule.

Bus Drivers who substitute as aides will be paid at their hourly rate.

Baker County School Board
 Apprenticeship Salary Schedule
 FYE June 30, 2014

(12 Months, 8 hours, 261 days = 2088 hours)
 (11 Months, 8 hours, 240 days = 1920)

Apprenticeship

Years Experience	Per Hour	261 Per Year Salary	240 Per Year Salary
0	9.09	18,982.46	9.09 17,461.38
1	9.34	19,495.03	9.34 17,932.71
2	9.51	19,856.85	9.51 18,265.42
3	9.74	20,339.27	9.74 18,709.02
4	9.97	20,821.69	9.98 19,152.63
5	10.23	21,364.41	10.24 19,651.68
6	10.46	21,846.83	10.47 20,095.29
7	10.93	22,811.67	10.93 20,982.49
8	11.40	23,806.66	11.40 21,897.43
9	11.88	24,801.65	11.88 22,812.36
10	12.35	25,796.64	12.36 23,727.30
11	14.63	30,553.57	14.60 28,033.37

After two (2) years on the Apprenticeship Salary Schedule a person employed by the Baker County School System may, with the approval of the immediate supervisor, move to the Maintenance I salary schedule.

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
 Landscape Technician (261 Days)
 Custodian (261) & (197)

Salary Schedule

FYE June 30, 2014

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

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

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

Years Experience	Per Hour	261 - days Salary	Per Hour	240 - days Salary	Per Hour	197 -days Salary
0	11.75	24,530.29	11.75	22,556.59	11.76	18,534.24
1	12.01	25,073.01	12.01	23,055.65	12.02	18,943.88
2	12.15	25,374.53	12.15	23,332.90	12.16	19,171.46
3	12.48	26,068.01	12.48	23,970.58	12.50	19,694.89
4	12.60	26,309.22	12.60	24,192.38	12.61	19,876.95
5	12.85	26,821.79	12.85	24,663.71	12.86	20,263.83
6	12.96	27,063.00	12.96	24,885.51	12.97	20,445.89
7	13.09	27,334.36	13.09	25,135.04	13.10	20,650.72
8	13.26	27,696.17	13.26	25,467.75	13.28	20,923.81
9	13.38	27,937.38	13.38	25,689.55	13.39	21,105.87
10	13.64	28,480.11	13.64	26,188.60	13.65	21,515.51
11	15.88	33,165.40	15.88	30,496.92	15.90	25,056.29

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Substitute Custodian - \$8.00 per hour.

Custodian Coordinator (Elementary Schools) - \$600.00 supplement
 Custodian Coordinator (Middle School) - \$750.00 supplement
 Custodian Coordinator (High School) - \$1,000.00 supplement
 Floor Team Coordinator (All Schools) - \$1,000.00 supplement

Baker County School Board
Part-time Custodian
Salary Schedule
FYE June 30, 2014
(12 Months, 4 Hours, 261 days=1044 hours)

Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	11.75	12,265.15
0	1	11.75	12,265.15
1	2	12.01	12,536.51
1	3	12.01	12,536.51
2	4	12.15	12,687.26
2	5	12.15	12,687.26
3	6	12.48	13,034.00
3	7	12.48	13,034.00
4	8	12.60	13,154.61
4	9	12.60	13,154.61
5	10	12.85	13,410.89
5	11	12.85	13,410.89
6	12	12.96	13,531.50
6	13	12.96	13,531.50
7	14	13.09	13,667.18
7	15	13.09	13,667.18
8	16	13.26	13,848.09
8	17	13.26	13,848.09
9	18	13.38	13,968.69
9	19	13.38	13,968.69
10	20	13.64	14,240.05
10	21	13.64	14,240.05
11	22	15.88	16,582.70
11	23	15.88	16,582.70

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Nutrition Services Manager
Salary Schedule
(7.5 Hours, 193 Days - 1447.5 Hours)
(8.0 Hours, 193 Days - 1544 Hours)
FYE June 30, 2014

Years Experience	Per Hour	Per Year Salary 7.5 Hours	Per Year Salary 8.0 Hours**
0	13.25	19,182.30	13.25 20,455.95
1	13.34	19,307.71	13.34 20,589.72
2	13.45	19,474.93	13.45 20,768.09
3	13.70	19,830.27	13.70 21,147.11
4	13.83	20,018.39	13.83 21,347.78
5	13.99	20,248.32	13.99 21,593.03
6	14.08	20,373.73	14.07 21,726.80
7	14.19	20,540.95	14.19 21,905.17
8	14.29	20,687.26	14.29 22,061.24
9	14.38	20,812.68	14.38 22,195.01
10	14.51	21,000.80	14.50 22,395.68
11	16.80	24,314.52	16.78 25,907.88

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Nutrition Services Manager - Refer to Table 1.

**Nutrition Service Managers who have after school snack program.
Nutrition Service Managers hired on or after July 1, 2010 will be
placed on the 7.5 hour Salary Schedule.

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

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

TABLE 1

Nutrition Services Manager Supplements:

Manager VI - \$2,000.00
Manager V - \$2,500.00
Manager IV - \$3,000.00
Manager III - \$3,500.00
Manager II - \$4,000.00
Manager I - \$4,500.00

TABLE 1

<u>MANAGER LEVEL</u>	<u>POSITION DESCRIPTION</u>
Manager VI	Food Service Manager of a school serving a projected average daily number of combined meal/meal equivalents of less than 300.
Manager V	Food Service Manager of school serving a projected average daily number of combined meal/meal equivalents of more than 301 and less than 500.
Manager IV	Food Service Manager of school serving a projected average daily number of combined meal/meal equivalents of more than 501 and less than 700.
Manager III	Food Service Manager of school serving a projected average daily number of combined meal/meal equivalents of more than 701 and less than 900.
Manager II	Food Service Manager of school serving a projected average daily number of combined meal/meal equivalents of more than 901 and less than 1100.
Manager I	Food Service Manager of school serving a projected average daily number of combined meal/meal equivalents of more than 1100.

Note: Total meals reflect average total breakfasts divided by three (3) plus average student and adult lunch participation plus total a la carte dollars divided by the total cost per plate as shown in the Florida Department of Education ESE 003 Annual Report.

Baker County School Board
 Nutrition Service Assistants
 Salary Schedule
 FYE June 30, 2014
 (7 Hours, 191 Days - 1337 Hours)

Years Experience	Per Hour	Per Year Salary
0	11.52	15,407.08
1	11.67	15,600.15
2	11.81	15,793.22
3	12.46	16,662.01
4	12.59	16,835.77
5	12.66	16,924.98
6	12.72	17,009.53
7	12.84	17,163.99
8	12.90	17,253.19
9	12.98	17,357.05
10	13.10	17,511.50
11	15.24	20,378.55

Nutrition Service Substitutes - \$8.00 per hour

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Nutrition Service Assistants
Salary Schedule

FYE June 30, 2014

(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	11.52	6,430.18	0	0	11.52	8,573.57
0	1	11.52	6,430.18	0	1	11.52	8,573.57
1	2	11.67	6,510.76	1	2	11.67	8,681.01
1	3	11.67	6,510.76	1	3	11.67	8,681.01
2	4	11.81	6,591.33	2	4	11.81	8,788.45
2	5	11.81	6,591.33	2	5	11.81	8,788.45
3	6	12.46	6,953.93	3	6	12.46	9,271.91
3	7	12.46	6,953.93	3	7	12.46	9,271.91
4	8	12.59	7,026.45	4	8	12.59	9,368.60
4	9	12.59	7,026.45	4	9	12.59	9,368.60
5	10	12.66	7,063.68	5	10	12.66	9,418.24
5	11	12.66	7,063.68	5	11	12.66	9,418.24
6	12	12.72	7,098.97	6	12	12.72	9,465.29
6	13	12.72	7,098.97	6	13	12.72	9,465.29
7	14	12.84	7,163.43	7	14	12.84	9,551.24
7	15	12.84	7,163.43	7	15	12.84	9,551.24
8	16	12.90	7,200.66	8	16	12.90	9,600.88
8	17	12.90	7,200.66	8	17	12.90	9,600.88
9	18	12.98	7,244.01	9	18	12.98	9,658.67
9	19	12.98	7,244.01	9	19	12.98	9,658.67
10	20	13.10	7,308.47	10	20	13.10	9,744.62
10	21	13.10	7,308.47	10	21	13.10	9,744.62
11	22	15.24	8,505.04	11	22	15.24	11,340.05
11	23	15.24	8,505.04	11	23	15.24	11,340.05

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

**MISCELLANEOUS NON-INSTRUCTIONAL
SALARY SCHEDULES**

2013-2014

PART-TIME, TEMPORARY, EXTRA-DUTY

Skilled laborers working on a specific
maintenance project for a limited time \$13.00 per hour

Part-time clerical/typing \$ 8.00 per hour

Adults working on school board projects
for a limited time \$ 8.00 per hour

Students working part-time summers or other
temporary positions (high school or college)..... Minimum Wage

For work performed beyond the normal..... \$9.50 per hour
contractual period in official non-instructional
capacity. This would include writing projects,
curriculum, attending or conducting workshops
beyond the regular contractual period.

Extended Day Enrichment Program/S.T.A.R.S. Program

Supervisor (182 days) \$13.50 per hour

Assistant (181 days) \$ 9.50 per hour