

PRESENTED AND APPROVED
IN OPEN BOARD MEETING
DATE: 11/3/2012
MIN. BK# 34
MIN BK PAGE # _____

BAKER COUNTY DISTRICT SCHOOL BOARD

SALARY SCHEDULES

2011-2012

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Baker County School Board
 Educational Leader's Salary Schedule: 240 Day Contract
 FYE June 30, 2012

Years	Bachelors	Masters	Specialist	Doctorate
0	41,626	44,825	46,104	47,471
1	41,836	45,035	46,314	47,681
2	42,180	45,379	46,659	48,026
3	42,708	45,907	47,186	48,553
4	43,065	46,264	47,543	48,910
5	43,619	46,818	48,097	49,464
6	44,172	47,371	48,651	50,017
7	44,726	47,926	49,205	50,572
8	45,562	48,761	50,041	51,408
9	46,387	49,586	50,865	52,232
10	47,224	50,423	51,702	53,069
11	48,479	51,678	52,957	54,324
12	49,661	52,860	54,139	55,506
13	50,903	54,102	55,382	56,748
14	52,011	55,210	56,489	57,856
15	52,983	56,182	57,461	58,828
16	54,508	57,707	58,986	60,353
17	56,047	59,246	60,525	61,892
18	58,248	61,447	62,726	64,093
19	59,024	62,223	63,503	64,869
20	59,577	62,776	64,056	65,423
21	60,267	63,466	64,745	66,112
22	60,747	63,946	65,225	66,592
23	61,731	64,930	66,210	67,576
24	63,946	67,145	68,424	69,791
25	71,878	75,077	76,357	77,723

Baker County School Board
 Educational Leader's Salary Schedule: 261 Day Contract
 FYE June 30, 2012

Years	Bachelors	Masters	Specialist	Doctorate
0	45,268	48,747	50,138	51,625
1	45,496	48,975	50,366	51,853
2	45,871	49,350	50,741	52,228
3	46,445	49,924	51,315	52,801
4	46,833	50,312	51,703	53,190
5	47,436	50,915	52,306	53,792
6	48,037	51,516	52,907	54,394
7	48,640	52,119	53,510	54,997
8	49,549	53,028	54,419	55,906
9	50,446	53,925	55,316	56,803
10	51,356	54,835	56,226	57,713
11	52,721	56,200	57,591	59,077
12	54,006	57,485	58,876	60,363
13	55,357	58,836	60,227	61,714
14	56,561	60,041	61,432	62,918
15	57,619	61,098	62,489	63,975
16	59,277	62,757	64,148	65,634
17	60,951	64,430	65,821	67,308
18	63,345	66,824	68,215	69,702
19	64,189	67,668	69,059	70,546
20	64,790	68,269	69,661	71,147
21	65,540	69,019	70,410	71,897
22	66,062	69,541	70,932	72,419
23	67,133	70,612	72,003	73,489
24	69,541	73,020	74,411	75,898
25	78,168	81,647	83,038	84,524

**2011-2012 Baker County
Educational Leaders' Responsibility Schedule**

FYE June 30, 2012

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

Baker County School Board
Teacher Salary Schedule: 197 Day Contract
FYE June 30, 2012

Years	Bachelors	Masters	Specialist	Doctorate
0	34,168	36,794	37,844	38,966
1	34,340	36,966	38,016	39,138
2	34,623	37,249	38,299	39,421
3	35,056	37,682	38,732	39,854
4	35,349	37,975	39,025	40,147
5	35,804	38,430	39,480	40,602
6	36,258	38,884	39,934	41,056
7	36,713	39,339	40,389	41,511
8	37,399	40,025	41,075	42,197
9	38,076	40,702	41,752	42,874
10	38,763	41,389	42,439	43,561
11	39,793	42,419	43,469	44,591
12	40,763	43,389	44,439	45,561
13	41,783	44,409	45,459	46,581
14	42,692	45,318	46,368	47,490
15	43,490	46,116	47,166	48,288
16	44,742	47,368	48,418	49,540
17	46,005	48,631	49,681	50,803
18	47,812	50,438	51,488	52,610
19	48,449	51,075	52,125	53,247
20	48,903	51,529	52,579	53,701
21	49,469	52,095	53,145	54,267
22	49,863	52,489	53,539	54,661
23	50,671	53,297	54,347	55,469
24	52,489	55,115	56,165	57,287
25	59,000	61,626	62,676	63,798

Baker County School Board
Teacher Salary Schedule: 240 Day Contract
FYE June 30, 2012

Years	Bachelors	Masters	Specialist	Doctorate
0	41,626	44,825	46,104	47,471
1	41,836	45,035	46,314	47,681
2	42,180	45,379	46,659	48,026
3	42,708	45,907	47,186	48,553
4	43,065	46,264	47,543	48,910
5	43,619	46,818	48,097	49,464
6	44,172	47,371	48,651	50,017
7	44,726	47,926	49,205	50,572
8	45,562	48,761	50,041	51,408
9	46,387	49,586	50,865	52,232
10	47,224	50,423	51,702	53,069
11	48,479	51,678	52,957	54,324
12	49,661	52,860	54,139	55,506
13	50,903	54,102	55,382	56,748
14	52,011	55,210	56,489	57,856
15	52,983	56,182	57,461	58,828
16	54,508	57,707	58,986	60,353
17	56,047	59,246	60,525	61,892
18	58,248	61,447	62,726	64,093
19	59,024	62,223	63,503	64,869
20	59,577	62,776	64,056	65,423
21	60,267	63,466	64,745	66,112
22	60,747	63,946	65,225	66,592
23	61,731	64,930	66,210	67,576
24	63,946	67,145	68,424	69,791
25	71,878	75,077	76,357	77,723

Baker County School Board
Annualized Teacher Salary Schedule - 261 Day Contract
FYE June 30, 2012

Years	Bachelors	Masters	Specialist	Doctorate
0	45,268	48,747	50,138	51,625
1	45,496	48,975	50,366	51,853
2	45,871	49,350	50,741	52,228
3	46,445	49,924	51,315	52,801
4	46,833	50,312	51,703	53,190
5	47,436	50,915	52,306	53,792
6	48,037	51,516	52,907	54,394
7	48,640	52,119	53,510	54,997
8	49,549	53,028	54,419	55,906
9	50,446	53,925	55,316	56,803
10	51,356	54,835	56,226	57,713
11	52,721	56,200	57,591	59,077
12	54,006	57,485	58,876	60,363
13	55,357	58,836	60,227	61,714
14	56,561	60,041	61,432	62,918
15	57,619	61,098	62,489	63,975
16	59,277	62,757	64,148	65,634
17	60,951	64,430	65,821	67,308
18	63,345	66,824	68,215	69,702
19	64,189	67,668	69,059	70,546
20	64,790	68,269	69,661	71,147
21	65,540	69,019	70,410	71,897
22	66,062	69,541	70,932	72,419
23	67,133	70,612	72,003	73,489
24	69,541	73,020	74,411	75,898
25	78,168	81,647	83,038	84,524

Baker County School Board
Teacher Salary Schedule: Summer School (Hourly Rate)
FYE June 30, 2012

Years	Bachelors	Masters	Specialist	Doctorate
0	23.13	24.90	25.61	26.37
1	23.24	25.02	25.73	26.49
2	23.43	25.21	25.92	26.68
3	23.73	25.50	26.21	26.97
4	23.92	25.70	26.41	27.17
5	24.23	26.01	26.72	27.48
6	24.54	26.32	27.03	27.79
7	24.85	26.63	27.34	28.10
8	25.31	27.09	27.80	28.56
9	25.77	27.55	28.26	29.02
10	26.24	28.01	28.72	29.48
11	26.93	28.71	29.42	30.18
12	27.59	29.37	30.08	30.84
13	28.28	30.06	30.77	31.53
14	28.89	30.67	31.38	32.14
15	29.43	31.21	31.92	32.68
16	30.28	32.06	32.77	33.53
17	31.14	32.91	33.63	34.38
18	32.36	34.14	34.85	35.61
19	32.79	34.57	35.28	36.04
20	33.10	34.88	35.59	36.35
21	33.48	35.26	35.97	36.73
22	33.75	35.53	36.24	37.00
23	34.30	36.07	36.78	37.54
24	35.53	37.30	38.01	38.77
25	39.93	41.71	42.42	43.18

Baker County School Board
2011-2012 PART-TIME TEACHING SALARY SCHEDULE

FYE June 30, 2012

<u>DEGREE</u>	<u>TYPE OF CONTRACT</u>	<u>MINIMUM HOURLY RATE</u>
Bachelor's Degree	1 - 9	\$23.13
	10 - 14	26.24
	15 - Up	29.43
Master's Degree	1 - 9	24.90
	10 - 14	28.01
	15 - Up	31.21
Specialist Degree	1 - 9	25.61
	10 - 14	28.72
	15 - Up	31.92
Doctor's Degree	1 - 9	26.37
	10 - 14	29.48
	15 - Up	32.68

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.

2011-2012 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2012

High School Athletic Director.....	\$4,865.00
Middle School Athletic Coordinator.....	2,500.00
Athletic Trainer	2,500.00
<u>Football</u>	
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
<u>Basketball</u>	
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 Coach	2,470.00
Assistant Wrestling Coach	1,390.00
Baseball Coach.....	3,090.00
Assistant Baseball Coach (2)	1,390.00
<u>Weightlifting</u>	
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
<u>Track</u>	
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
Boys' Cross Country Coach	1,390.00
Girls' Cross Country Coach.....	1,390.00
Boys' Tennis Coach	1,390.00
Girls' Tennis Coach	1,390.00
<u>Volleyball</u>	
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
<u>Softball</u>	
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

2011-2012 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2012

Middle School Girls' Softball Coach	1,500.00
Middle School Girls' Assistant Softball Coach	1,000.00
Girls' Bowling Coach	1,545.00
Girls' Assistant Bowling Coach	1,030.00
<u>Cheerleader Sponsors</u>	
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
<u>High School Dance Drill Team</u>	
Football Season (1).....	525.00
Basketball Season (1).....	525.00
Choreographer (1).....	275.00
<u>Middle School Dancin' Paws</u>	
Football Season (1).....	300.00
Basketball Season (1).....	300.00
<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	525.00
Middle School Majorettes.....	300.00
<u>Chorus</u>	
High School.....	980.00
Middle School	775.00
Westside Elementary School.....	425.00
Macclenny Elementary School	425.00
ESE Staffing Specialist	2,060.00
Baker County Alternative School Teachers (Certified & In-field)	1,500.00
Vocational Agriculture High School (2)	3,090.00
Vocational Agriculture Middle School	625.00
Vocational Industrial Clubs of America (VICA).....	450.00
<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
Cooperative Education Club of Florida (CECF)	450.00
HOSA	450.00

**2011-2012 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS**

FYE June 30, 2012

Class Sponsor

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

Annual Yearbook

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

Beta Club

High School.....	450.00
Middle School	450.00

Technology Student Association

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

Video Productions.....	475.00
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"Just Say No" Club Sponsor

Intermediate School (1)	275.00
Macclenny Elementary School (1).....	275.00
Westside Elementary School (1)	275.00

Director of Guidance

High School (3).....	1,235.00
Middle School (2)	1,235.00
Intermediate School (1)	1,235.00
Macclenny Elementary (1).....	1,235.00
Westside Elementary (1)	1,235.00
Pre-K Kindergarten Center (1)	1,235.00
Behavioral Analyst (2)	2,000.00
Occupational Specialist.....	1,235.00
School Psychologist (2)	6,000.00

**2011-2012 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS**

FYE June 30, 2012

Program Specialist (Title I)	1,030.00
Teacher on Special Assignment (4)	2,575.00
National Board Certified Teachers	425.00

Chairpersons

High School	**7,000.00
Middle School	**5,000.00
Intermediate School	3,400.00
Macclenny Elementary	3,400.00
Westside Elementary	3,400.00
Southside Educational Center (2)	300.00
Pre-K Kindergarten Center	1,235.00
Team Leaders - Middle School (4 or more)	325.00
School Wellness Coordinators	500.00

Speech

Speech and Hearing Therapist (4)	1,545.00
National Board Certification for Speech	425.00
Occupational Therapist (1)	1,545.00
Health Services Specialist	1,545.00
Peer Teacher	625.00
School Activities Coordinator - Middle School	250.00

Enrichment

Macclenny Elementary (3)	450.00
Westside Elementary (3)	450.00
Pre-K Kindergarten Center (2)	450.00
Keller Intermediate School (3)	450.00
Computer Network Manager***	1,030.00

Bus Duty Supplement (beyond work day)

High School (1)	1,200.00
Middle School (1)	1,200.00
Intermediate School (5)	1,200.00
Macclenny Elementary ()*	1,200.00
Westside Elementary ()*	1,200.00
Pre-K Kindergarten Center ()*	1,200.00
Elem (20 Min. or more Beyond the Contractual Day) (Max 4)	1,600.00
Air Force ROTC(2)	2,060.00

- * Number of positions subject to periodic adjustments as mutually agreed upon.
- ** For BCHS and BCMS divide existing dollars pro rata based upon number of persons in department compared to number of persons in all departments.
- *** Limit to maximum of \$1,000 for each school that is networked (High School, Middle School, Westside Elementary, Macclenny Elementary, Intermediate School)
- **** BCHS Head Football Coach will be placed on an 11-month teaching contract.

**INSTRUCTIONAL PERSONNEL
SALARY SCHEDULE GUIDELINES
2011-2012**

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, 2012

Years	Bachelors	Masters	Specialist	Doctorate
0	1,708	1,840	1,892	1,948
1	1,717	1,848	1,901	1,957
2	1,731	1,862	1,915	1,971
3	1,753	1,884	1,937	1,993
4	1,767	1,899	1,951	2,007
5	1,790	1,922	1,974	2,030
6	1,813	1,944	1,997	2,053
7	1,836	1,967	2,019	2,076
8	1,870	2,001	2,054	2,110
9	1,904	2,035	2,088	2,144
10	1,938	2,069	2,122	2,178
11	1,990	2,121	2,173	2,230
12	2,038	2,169	2,222	2,278
13	2,089	2,220	2,273	2,329
14	2,135	2,266	2,318	2,375
15	2,175	2,306	2,358	2,414
16	2,237	2,368	2,421	2,477
17	2,300	2,432	2,484	2,540
18	2,391	2,522	2,574	2,631
19	2,422	2,554	2,606	2,662
20	2,445	2,576	2,629	2,685
21	2,473	2,605	2,657	2,713
22	2,493	2,624	2,677	2,733
23	2,534	2,665	2,717	2,773
24	2,624	2,756	2,808	2,864
25	2,950	3,081	3,134	3,190

Baker County School Board
Teacher Salary Schedule: 240 Day Contract (5%)
FYE June 30, 2012

Years	Bachelors	Masters	Specialist	Doctorate
0	2,081	2,241	2,305	2,374
1	2,092	2,252	2,316	2,384
2	2,109	2,269	2,333	2,401
3	2,135	2,295	2,359	2,428
4	2,153	2,313	2,377	2,446
5	2,181	2,341	2,405	2,473
6	2,209	2,369	2,433	2,501
7	2,236	2,396	2,460	2,529
8	2,278	2,438	2,502	2,570
9	2,319	2,479	2,543	2,612
10	2,361	2,521	2,585	2,653
11	2,424	2,584	2,648	2,716
12	2,483	2,643	2,707	2,775
13	2,545	2,705	2,769	2,837
14	2,601	2,760	2,824	2,893
15	2,649	2,809	2,873	2,941
16	2,725	2,885	2,949	3,018
17	2,802	2,962	3,026	3,095
18	2,912	3,072	3,136	3,205
19	2,951	3,111	3,175	3,243
20	2,979	3,139	3,203	3,271
21	3,013	3,173	3,237	3,306
22	3,037	3,197	3,261	3,330
23	3,087	3,247	3,310	3,379
24	3,197	3,357	3,421	3,490
25	3,594	3,754	3,818	3,886

Baker County School Board
 Educational Leader's Salary Schedule: 261 Day Contract (5%)
 FYE June 30, 2012

Years	Bachelors	Masters	Specialist	Doctorate
0	2,263	2,437	2,507	2,581
1	2,275	2,449	2,518	2,593
2	2,294	2,468	2,537	2,611
3	2,322	2,496	2,566	2,640
4	2,342	2,516	2,585	2,659
5	2,372	2,546	2,615	2,690
6	2,402	2,576	2,645	2,720
7	2,432	2,606	2,676	2,750
8	2,477	2,651	2,721	2,795
9	2,522	2,696	2,766	2,840
10	2,568	2,742	2,811	2,886
11	2,636	2,810	2,880	2,954
12	2,700	2,874	2,944	3,018
13	2,768	2,942	3,011	3,086
14	2,828	3,002	3,072	3,146
15	2,881	3,055	3,124	3,199
16	2,964	3,138	3,207	3,282
17	3,048	3,221	3,291	3,365
18	3,167	3,341	3,411	3,485
19	3,209	3,383	3,453	3,527
20	3,240	3,413	3,483	3,557
21	3,277	3,451	3,521	3,595
22	3,303	3,477	3,547	3,621
23	3,357	3,531	3,600	3,674
24	3,477	3,651	3,721	3,795
25	3,908	4,082	4,152	4,226

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

**2011-2012 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

**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, 2012

	197 days	197 days	186 days	186 days
	Annual	Masters	Annual	Masters
Years	Contract	Contract	Contract	Contract
Experience	Salary	Salary	Salary	Salary
0	34,168	36,794	32,260	34,740
1	34,340	36,966	32,423	34,902
2	34,623	37,249	32,690	35,169
3	35,056	37,682	33,099	35,578
4	35,349	37,975	33,375	35,855
5	35,804	38,430	33,805	36,284
6	36,258	38,884	34,233	36,713
7	36,713	39,339	34,663	37,142
8	37,399	40,025	35,311	37,790
9	38,076	40,702	35,950	38,429
10	38,763	41,389	36,599	39,078
11	39,793	42,419	37,571	40,050
12	40,763	43,389	38,487	40,966
13	41,783	44,409	39,450	41,929
14	42,692	45,318	40,308	42,788
15	43,490	46,116	41,062	43,541
16	44,742	47,368	42,244	44,723
17	46,005	48,631	43,436	45,916
18	47,812	50,438	45,142	47,622
19	48,449	51,075	45,744	48,223
20	48,903	51,529	46,172	48,652
21	49,469	52,095	46,707	49,186
22	49,863	52,489	47,079	49,558
23	50,671	53,297	47,842	50,321
24	52,489	55,115	49,558	52,038
25	59,000	61,626	55,706	58,185

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

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

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

CLASSIFIED EMPLOYEES

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

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

An employee who is a classified employee will be awarded for their college (semester) hours as follows on a cumulative basis: (Must be from an accredited college or university with an official transcript listing the number of semester hours on file in the Personnel Department)

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

Any classified employee having an Associate of Arts or Science degree will receive \$100/year in addition to the above semester hour rates. Two hundred dollars (\$200) will be awarded to classified employees obtaining a Bachelor of Arts or Sciences degree.

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

- Executive Secretary
- Secretary/School Food Service Finance Aide
- Secretary I
- Secretary II
- Secretary III
- Finance Aide I
- Finance Aide II
- 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, 2012

Years Experience	(Ex. Sec.) Annual Salary
0	35,987.37
1	36,270.97
2	36,554.57
3	37,181.92
4	37,465.53
5	37,921.00
6	38,376.48
7	38,660.07
8	38,943.68
9	39,227.27
10	39,768.70
11	41,192.49
12	41,476.10
13	41,759.69
14	42,043.30
15	42,326.89
16	42,610.50
17	42,894.09
18	44,018.14

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Secretary Salary Schedule - 261 Days and 240
FYE June 30, 2012

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	33,357.64	32,446.68	31,032.11	30,679.72	29,842.06	28,541.31
1	33,641.23	32,730.27	31,315.72	30,940.50	30,102.84	28,802.10
2	33,924.83	33,013.88	31,599.31	31,201.28	30,363.62	29,062.87
3	34,552.18	33,641.23	32,226.68	31,778.16	30,940.50	29,639.76
4	34,835.79	33,924.83	32,510.27	32,038.94	31,201.28	29,900.53
5	35,291.26	34,380.30	32,965.75	32,457.77	31,620.11	30,319.37
6	35,746.74	34,835.79	33,421.22	32,876.60	32,038.94	30,738.19
7	36,030.34	35,119.38	33,704.83	33,137.38	32,299.72	30,998.98
8	36,313.94	35,402.99	33,988.42	33,398.17	32,560.51	31,259.76
9	36,597.53	35,686.58	34,272.03	33,658.94	32,821.28	31,520.54
10	37,138.96	36,228.00	34,813.44	34,156.80	33,319.14	32,018.39
11	38,562.75	37,651.80	36,237.25	35,466.04	34,628.38	33,327.64
12	38,846.36	37,935.41	36,520.84	35,726.83	34,889.17	33,588.41
13	39,129.95	38,219.00	36,804.45	35,987.60	35,149.94	33,849.20
14	39,413.56	38,502.60	37,088.04	36,248.39	35,410.73	34,109.98
15	39,697.15	38,786.19	37,371.64	36,509.16	35,671.50	34,370.76
16	39,980.76	39,069.80	37,655.23	36,769.95	35,932.29	34,631.54
17	40,264.35	39,353.39	37,938.84	37,030.72	36,193.06	34,892.33
18	41,363.05	40,443.32	39,015.12	37,975.22	37,129.49	35,816.20

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, 2012

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	35,987.37	33,357.64	33,091.84	30,673.69
1	36,270.97	33,641.23	33,352.61	30,934.46
2	36,554.57	33,924.83	33,613.40	31,195.25
3	37,181.92	34,552.18	34,190.27	31,772.12
4	37,465.53	34,835.79	34,451.06	32,032.91
5	37,921.00	35,291.26	34,869.88	32,451.73
6	38,376.48	35,746.74	35,288.72	32,870.57
7	38,660.07	36,030.34	35,549.49	33,131.34
8	38,943.68	36,313.94	35,810.28	33,392.13
9	39,227.27	36,597.53	36,071.05	33,652.90
10	39,768.70	37,138.96	36,568.92	34,150.77
11	41,192.49	38,562.75	37,878.15	35,460.00
12	41,476.10	38,846.36	38,138.94	35,720.79
13	41,759.69	39,129.95	38,399.71	35,981.56
14	42,043.30	39,413.56	38,660.50	36,242.35
15	42,326.89	41,415.93	38,921.28	38,083.62
16	42,610.50	41,699.54	39,182.06	38,344.40
17	42,894.09	41,983.13	39,442.84	38,605.18
18	44,018.14	43,098.40	40,476.45	39,630.72

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.

**NON-INSTRUCTIONAL PERSONNEL
SALARY SCHEDULE GUIDELINES
AWARD FOR COLLEGE SEMESTER HOURS
2011-2012**

All employees listed below will be awarded for their college semester hours and for degrees 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

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

High School Bookkeeper
School Secretary Bookkeeper
School Secretary/ Clerical Assistant to Teachers
Instructional Assistants (Classroom, Library, Guidance, Data
Processing, Bus Driver/Aide to Duval Co.,)
School Food Service Manager
School Food Service Assistant
Warehouseman and/or Inventory Clerk
Custodian
Landscape Technician
Mechanic II
Bus Mechanic (Journeyman)
Heating, Cooling, Electrical Maintenance
Heating, Cooling, Electrical (Journeyman)
Maintenance (Journeyman)
Maintenance I
Bus Drivers
Apprenticeship
ESE Resource Person

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, 2012

Years Experience	Salary 261 - Days	Salary 240 - Days
0	31,468.28	28,942.38
1	31,755.37	29,206.38
2	32,078.37	29,503.39
3	32,688.48	30,064.41
4	33,011.47	30,361.41
5	33,478.02	30,790.42
6	33,972.89	31,245.48
7	34,259.99	31,509.47
8	34,511.20	31,740.47
9	34,834.20	32,037.48
10	35,372.52	32,532.49
11	36,835.72	33,877.96
12	37,122.84	34,141.98
13	37,409.93	34,405.97
14	37,732.93	34,702.98
15	38,020.04	34,966.99
16	38,343.02	35,263.98
17	38,630.13	35,528.00
18	39,716.63	36,461.27

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, 2012

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	12.20	19,769.72	12.20	21,958.02	12.20	23,872.79
1	12.47	20,199.16	12.46	22,435.18	12.46	24,391.69
2	12.61	20,425.18	12.60	22,686.31	12.60	24,664.80
3	12.89	20,877.22	12.88	23,188.58	12.88	25,211.02
4	13.01	21,080.64	13.01	23,414.60	13.00	25,456.82
5	13.22	21,419.68	13.22	23,791.31	13.21	25,866.48
6	13.38	21,668.30	13.37	24,067.55	13.37	26,166.90
7	13.49	21,849.12	13.48	24,268.46	13.48	26,385.39
8	13.63	22,075.14	13.62	24,519.60	13.62	26,658.50
9	13.75	22,278.56	13.75	24,745.62	13.74	26,904.30
10	13.98	22,640.19	13.97	25,147.43	13.97	27,341.27
11	16.28	26,371.17	16.25	29,256.85	16.29	31,881.83

School Secretary/Clerical Assistant to Teachers

Years Experience	Per Hour	216 Days Per Year Salary
0	11.33	18,360.13
1	11.58	18,766.97
2	11.71	18,970.39
3	12.00	19,445.03
4	12.14	19,671.05
5	12.34	19,987.48
6	12.48	20,213.51
7	12.59	20,394.32
8	12.71	20,597.74
9	12.87	20,846.37
10	13.12	21,253.20
11	15.37	24,898.16

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Instructional Assistants
Salary Schedule
FYE June 30, 2012

Aide 187 - 7.5 hours, 187 days, 1402.5 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	Aide 187 4 Hr/Day	
0	11.27	15,807.34	11.27	17,405.82	11.26	18,247.12	11.27	8,430.58
1	11.54	16,179.13	11.53	17,815.38	11.53	18,676.56	11.54	8,628.87
2	11.68	16,374.80	11.67	18,030.93	11.67	18,902.58	11.68	8,733.23
3	11.97	16,785.72	11.96	18,483.61	11.96	19,377.23	11.97	8,952.39
4	12.11	16,981.40	12.10	18,699.16	12.10	19,603.25	12.11	9,056.75
5	12.32	17,274.91	12.31	19,022.50	12.31	19,942.28	12.32	9,213.29
6	12.46	17,470.59	12.45	19,238.06	12.45	20,168.30	12.46	9,317.65
7	12.58	17,646.70	12.58	19,432.06	12.58	20,371.72	12.58	9,411.57
8	12.69	17,803.24	12.69	19,604.50	12.69	20,552.54	12.69	9,495.06
9	12.86	18,038.05	12.86	19,863.17	12.85	20,823.76	12.86	9,620.29
10	13.11	18,390.27	13.11	20,251.18	13.11	21,230.60	13.11	9,808.14
11	15.48	21,715.00	15.46	23,880.69	15.44	25,020.53	15.48	11,581.33

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
 Prekindergarten Child Development Associates
 Salary Schedule
 7.5 Hours - 197 days - 1477.5 hours
 7.5 Hours - 240 days - 1800 hours
 FYE June 30, 2012

Years Experience	Per Hour	CDA 197 Salary	Per Hour	CDA 240 Salary
0	14.60	21,575.39	14.59	26,268.37
1	14.88	21,987.67	14.87	26,770.64
2	15.19	22,441.18	15.18	27,323.13
3	15.47	22,853.46	15.46	27,825.40
4	15.77	23,306.96	15.77	28,377.90
5	16.05	23,719.24	16.04	28,880.17
6	16.35	24,152.14	16.34	29,407.55
7	16.64	24,585.03	16.63	29,934.94
8	16.93	25,017.93	16.92	30,462.32
9	17.23	25,450.82	17.22	30,989.70
10	17.52	25,883.71	17.51	31,517.09
11	20.24	29,908.24	20.19	36,349.13

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, 2012

Years Experience	Per Year Salary
0	48,515.17
1	48,874.05
2	49,197.04
3	49,914.80
4	50,273.70
5	50,776.12
6	51,306.88
7	51,629.88
8	51,988.75
9	52,347.63
10	52,957.74
11	55,877.02

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, 2012
 (12 Months, 8 hours, 261 days = 2088 hours)

Heating, Cooling, Electrical Maintenance

Years Experience	Per Hour	Per Year Salary
0	14.56	30,401.04
1	14.88	31,071.07
2	15.02	31,362.39
3	15.31	31,974.15
4	15.42	32,207.21
5	15.66	32,702.44
6	15.79	32,964.63
7	15.93	33,255.95
8	16.07	33,547.26
9	16.18	33,780.31
10	16.44	34,333.82
11	18.93	39,519.76

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	16.73	34,939.81
1	17.04	35,586.93
2	17.16	35,822.24
3	17.48	36,498.78
4	17.62	36,792.92
5	17.82	37,204.73
6	17.97	37,528.28
7	18.09	37,763.60
8	18.24	38,087.16
9	18.37	38,351.89
10	18.64	38,910.76
11	21.28	44,428.28

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, 2012
 (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	15.70	32,775.56	15,069.22
1	15.98	33,363.85	15,339.70
2	16.12	33,658.00	15,474.94
3	16.42	34,275.70	15,758.94
4	16.56	34,569.84	15,894.18
5	16.78	35,040.48	16,110.56
6	16.91	35,305.21	16,232.28
7	17.05	35,599.35	16,367.52
8	17.18	35,864.08	16,489.23
9	17.30	36,128.81	16,610.95
10	17.57	36,687.69	16,867.90
11	20.09	41,948.25	19,286.55

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	12.10	25,273.87	11,620.17
1	12.38	25,856.51	11,888.05
2	12.52	26,147.82	12,021.99
3	12.83	26,788.72	12,316.65
4	12.96	27,050.90	12,437.20
5	13.16	27,487.88	12,638.11
6	13.29	27,750.06	12,758.65
7	13.43	28,041.38	12,892.59
8	13.56	28,303.57	13,013.13
9	13.69	28,594.88	13,147.07
10	13.95	29,119.25	13,388.16
11	16.18	33,778.78	15,530.47

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board

School Bus Driver

Salary Schedule

FYE June 30, 2012

(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	12.10	12,383.19	0	12.08	17,977.83
1	12.47	12,754.29	1	12.44	18,517.60
2	12.65	12,939.83	2	12.63	18,787.49
3	13.08	13,382.29	3	13.06	19,431.06
4	13.32	13,624.93	4	13.30	19,783.99
5	13.65	13,967.48	5	13.63	20,282.24
6	13.85	14,167.30	6	13.83	20,572.89
7	14.04	14,367.12	7	14.02	20,863.53
8	14.28	14,609.76	8	14.26	21,216.46
9	14.46	14,795.30	9	14.44	21,486.35
10	14.87	15,209.21	10	14.84	22,088.40
11	17.78	18,193.53	11	17.66	26,281.50

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, 2012

Years Experience	Per Hour	8 Hr Day Per Year Salary	Per Hour	5.5 Hr Day Per Year Salary
0	8.72	12,970.74	8.74	8,940.82
1	8.88	13,219.86	8.91	9,112.09
2	9.05	13,468.99	9.07	9,283.37
3	9.22	13,718.11	9.24	9,454.64
4	9.41	14,008.76	9.44	9,654.46
5	9.60	14,278.65	9.62	9,840.01
6	9.78	14,548.53	9.80	10,025.55
7	9.99	14,859.94	10.01	10,239.65
8	10.18	15,150.59	10.20	10,439.47
9	10.38	15,441.23	10.40	10,639.29
10	10.57	15,731.88	10.60	10,839.11
11	12.00	17,858.04	12.12	12,402.40

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, 2012
 (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	8.78	18,340.54	8.79 16,870.90
1	9.02	18,835.78	9.02 17,326.29
2	9.19	19,185.36	9.19 17,647.74
3	9.41	19,651.47	9.41 18,076.35
4	9.63	20,117.57	9.64 18,504.95
5	9.89	20,641.94	9.89 18,987.13
6	10.11	21,108.05	10.11 19,415.73
7	10.56	22,040.26	10.56 20,272.94
8	11.02	23,001.61	11.02 21,156.94
9	11.48	23,962.95	11.48 22,040.93
10	11.94	24,924.29	11.94 22,924.93
11	14.14	29,520.36	14.11 27,085.39

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, 2012
 (12 Months, 8 hours, 261 days = 2088 hours)
 (10 Months, 8 hours, 197 days =1576 hours)

Years Experience	Per Hour	261 - days Salary	Per Hour	197 -days Salary
0	11.35	23,700.77	11.36	17,907.47
1	11.60	24,225.13	11.61	18,303.26
2	11.74	24,516.45	11.75	18,523.15
3	12.06	25,186.48	12.07	19,028.88
4	12.17	25,419.53	12.19	19,204.78
5	12.41	25,914.77	12.42	19,578.58
6	12.52	26,147.82	12.53	19,754.49
7	12.65	26,410.01	12.66	19,952.38
8	12.82	26,759.59	12.83	20,216.24
9	12.93	26,992.64	12.94	20,392.15
10	13.18	27,517.01	13.19	20,787.94
11	15.35	32,043.87	15.36	24,208.97

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, 2012
(12 Months, 4 Hours, 261 days=1044 hours)

Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	11.35	11,850.38
0	1	11.35	11,850.38
1	2	11.60	12,112.57
1	3	11.60	12,112.57
2	4	11.74	12,258.23
2	5	11.74	12,258.23
3	6	12.06	12,593.24
3	7	12.06	12,593.24
4	8	12.17	12,709.77
4	9	12.17	12,709.77
5	10	12.41	12,957.39
5	11	12.41	12,957.39
6	12	12.52	13,073.91
6	13	12.52	13,073.91
7	14	12.65	13,205.00
7	15	12.65	13,205.00
8	16	12.82	13,379.79
8	17	12.82	13,379.79
9	18	12.93	13,496.32
9	19	12.93	13,496.32
10	20	13.18	13,758.51
10	21	13.18	13,758.51
11	22	15.35	16,021.93
11	23	15.35	16,021.93

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
 Nutrition Services Manager
 Salary Schedule
 (7.5 Hours, 193 Days - 1447.5 Hours)
 (8.0 Hours, 193 Days - 1544 Hours)
 FYE June 30, 2012

Years Experience	Per Hour	Per Year Salary 7.5 Hours	Per Year Salary 8.0 Hours**
0	12.80	18,533.62	12.80 19,764.20
1	12.89	18,654.80	12.88 19,893.45
2	13.00	18,816.36	13.00 20,065.78
3	13.24	19,159.68	13.23 20,431.99
4	13.36	19,341.44	13.36 20,625.87
5	13.52	19,563.59	13.51 20,862.83
6	13.60	19,684.76	13.60 20,992.08
7	13.71	19,846.33	13.71 21,164.41
8	13.81	19,987.69	13.81 21,315.21
9	13.89	20,108.87	13.89 21,444.46
10	14.02	20,290.63	14.01 21,638.33
11	16.23	23,492.29	16.21 25,031.77

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, 2012
 (7 Hours, 191 Days - 1337 Hours)

Years Experience	Per Hour	Per Year Salary
0	11.13	14,886.07
1	11.27	15,072.61
2	11.41	15,259.15
3	12.04	16,098.56
4	12.17	16,266.45
5	12.23	16,352.64
6	12.29	16,434.33
7	12.40	16,583.56
8	12.47	16,669.75
9	12.54	16,770.10
10	12.65	16,919.33
11	14.73	19,689.42

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, 2012
 (3 Hours, 186 Days - 558 Hours; 4 Hours, 186 Days, 744 hours)

3 Hour Nutrition Services Assistant

Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	11.13	6,212.74
0	1	11.13	6,212.74
1	2	11.27	6,290.59
1	3	11.27	6,290.59
2	4	11.41	6,368.44
2	5	11.41	6,368.44
3	6	12.04	6,718.77
3	7	12.04	6,718.77
4	8	12.17	6,788.84
4	9	12.17	6,788.84
5	10	12.23	6,824.81
5	11	12.23	6,824.81
6	12	12.29	6,858.91
6	13	12.29	6,858.91
7	14	12.40	6,921.19
7	15	12.40	6,921.19
8	16	12.47	6,957.16
8	17	12.47	6,957.16
9	18	12.54	6,999.04
9	19	12.54	6,999.04
10	20	12.65	7,061.32
10	21	12.65	7,061.32
11	22	14.73	8,217.43
11	23	14.73	8,217.43

4 Hour Nutrition Services Assistant

Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	11.13	8,283.65
0	1	11.13	8,283.65
1	2	11.27	8,387.45
1	3	11.27	8,387.45
2	4	11.41	8,491.25
2	5	11.41	8,491.25
3	6	12.04	8,958.36
3	7	12.04	8,958.36
4	8	12.17	9,051.79
4	9	12.17	9,051.79
5	10	12.23	9,099.75
5	11	12.23	9,099.75
6	12	12.29	9,145.21
6	13	12.29	9,145.21
7	14	12.40	9,228.25
7	15	12.40	9,228.25
8	16	12.47	9,276.21
8	17	12.47	9,276.21
9	18	12.54	9,332.05
9	19	12.54	9,332.05
10	20	12.65	9,415.09
10	21	12.65	9,415.09
11	22	14.73	10,956.57
11	23	14.73	10,956.57

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**

2011-2012

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) \$13.00 per hour

Assistant (181 days) \$ 9.00 per hour