



Baker County Public Schools *Support Services*



Sherrie Raulerson, Superintendent of Schools

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PRESENTED AND BOARD APPROVED
IN OPEN BOARD MEETING
JUNE 17, 2024
MIN BK #40 MIN BK PG #__

DATE: June 3, 2024

TO: Sherrie Raulerson, SUPERINTENDENT

FROM: Teri Ambrose
EXECUTIVE DIRECTOR FOR SUPPORT SERVICES

RE: 2024-2025 SALARY SCHEDULE

Please request Board approval of the 2024-2025 Salary Schedule pending contract ratification from both Unions.

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

DISTRICT SCHOOL BOARD MEMBERS

Tiffany McNarnay, District 1 🐾 Jack Baker Jr., District 2 🐾 Paula T. Barton, District 3 🐾 Mandi Canaday, District 4 🐾 Amanda Hodges, District 5

AN EQUAL ACCESS/EQUAL OPPORTUNITY INSTITUTION

BAKER COUNTY DISTRICT SCHOOL BOARD



SALARY SCHEDULES

2024-2025

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INFORMATION ONLY

BENEFITS: As per Baker County School District Board Policy

HOLIDAY: 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
Educational Leader Placement Schedule
FYE June 30, 2025**

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

Advanced Degree Supplements ADD:

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

****PER FLORIDA STATUTE***

F.S. 1012.34

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

***Highly Effective
Effective
Needs Improvement***

**2024-2025 Baker County School Board
EDUCATIONAL LEADERS' RESPONSIBILITY SCHEDULE**

FYE June 30, 2025

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

SALARY SCHEDULE GUIDELINES 2024-2025

INSTRUCTIONAL PERSONNEL

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

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

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

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

INSTRUCTIONAL SUPPORT PERSONNEL

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

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

**Baker County School Board
Teacher Placement Schedule
FYE June 30, 2025**

CL	197 Days	216 Days	240 Days	261 Days
0	46,600.00	51,094.42	56,771.57	61,739.09
1	46,600.00	51,094.42	56,771.57	61,739.09
2	46,600.00	51,094.42	56,771.57	61,739.09
3	46,600.00	51,094.42	56,771.57	61,739.09
4	46,650.00	51,149.24	56,832.49	61,805.33
5	46,650.00	51,149.24	56,832.49	61,805.33
6	46,650.00	51,149.24	56,832.49	61,805.33
7	46,650.00	51,149.24	56,832.49	61,805.33
8	46,750.00	51,258.88	56,954.31	61,937.82
9	46,750.00	51,258.88	56,954.31	61,937.82
10	47,467.00	52,045.04	57,827.82	62,887.75
11	48,337.00	52,998.94	58,887.72	64,040.39
12	49,237.00	53,985.75	59,984.16	65,232.78
13	50,337.00	55,191.84	61,324.26	66,690.14
14	51,437.00	56,397.93	62,664.37	68,147.50
15	52,468.00	57,528.37	63,920.41	69,513.44
16	53,568.00	58,734.46	65,260.51	70,970.80
17	54,668.00	59,940.55	66,600.61	72,428.16
18	55,768.00	61,146.64	67,940.71	73,885.52
19	56,868.00	62,352.73	69,280.81	75,342.88
20	57,968.00	63,558.82	70,620.91	76,800.24
21	59,068.00	64,764.91	71,961.02	78,257.60
22	60,168.00	65,971.01	73,301.12	79,714.96
23	61,268.00	67,177.10	74,641.22	81,172.32
24	62,543.00	68,575.07	76,194.52	82,861.54
25	63,543.00	69,671.51	77,412.79	84,186.41

Advanced Degree Supplements ADD:

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

**PER FLORIDA STATUTE*

F.S. 1012.34

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

Highly Effective

Effective

Needs Improvement

Baker County School Board**Teacher Placement Schedule: Summer School (Hourly Rate)****FYE June 30, 2025**

Years	Bachelors	Masters	Specialist	Doctorate
0	31.54	33.43	34.11	34.92
1	31.54	33.43	34.11	34.92
2	31.54	33.43	34.11	34.92
3	31.54	33.43	34.11	34.92
4	31.57	33.47	34.15	34.96
5	31.57	33.47	34.15	34.96
6	31.57	33.47	34.15	34.96
7	31.57	33.47	34.15	34.96
8	31.64	33.54	34.21	35.03
9	31.64	33.54	34.21	35.03
10	32.13	34.02	34.70	35.51
11	32.72	34.61	35.29	36.10
12	33.32	35.22	35.90	36.71
13	34.07	35.96	36.64	37.45
14	34.81	36.71	37.39	38.20
15	35.51	37.41	38.08	38.90
16	36.26	38.15	38.83	39.64
17	37.00	38.90	39.57	40.38
18	37.74	39.64	40.32	41.13
19	38.49	40.38	41.06	41.87
20	39.23	41.13	41.81	42.62
21	39.98	41.87	42.55	43.36
22	40.72	42.62	43.29	44.11
23	41.47	43.36	44.04	44.85
24	42.33	44.23	44.90	45.71
25	43.01	44.90	45.58	46.39

2024-2025 PART-TIME TEACHING SALARY SCHEDULE

Years of Experience (In the area of current part-time teaching)	Bachelor's Degree (Hourly Rate)	Master's Degree (Hourly Rate)	Specialist Degree (Hourly Rate)	Doctorate Degree (Hourly Rate)
0 - 9	\$31.54	\$33.43	\$34.11	\$34.92
10 - 14	\$32.13	\$34.02	\$34.70	\$35.51
15 - up	\$35.51	\$37.41	\$38.08	\$38.90

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 in-service 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 in-service and the like shall be paid at the step 0 hourly rate. The number of preparation hours will be predetermined, and board approved.

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

**2024-2025 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOL BOARD**

FYE June 30, 2025

Athletics, Cheerleaders, Dance Teams, and Music

Athletic Directors and Trainer

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

Football

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

Basketball

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

Boys' Middle School Coach	2,000.00
Boys' Middle School Assistant Coach	1,000.00
Girls' Middle School Coach	2,000.00
Girls' Middle School Assistant Coach	1,000.00

Wrestling

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

**2024-2025 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOL BOARD**

FYE June 30, 2025

Baseball

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

Weightlifting

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

Track

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

Cross Country

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

Tennis

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

Volleyball

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

Softball

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

2024-2025 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOL BOARD

FYE June 30, 2025

Swimming

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

Soccer

Boys' High School Soccer Coach.....	1,390.00
Girls' High School Soccer Coach.....	1,390.00

Cheerleader Sponsors

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

High School Dance Drill Team

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

Middle School Dancin' Paws

Football Season (1).....	300.00
Basketball Season (1).....	300.00

Band

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

Chorus

High School	980.00
Middle School.....	775.00
Westside Elementary School	425.00
Macclenny Elementary School.....	425.00
Legacy Elementary School.....	425.00
Pre-K Kindergarten Center.....	425.00

**2024-2025 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOL BOARD**

FYE June 30, 2025

Career and Technical Education Organizations

Agriculture

Agriculture High School (2).....3,090.00

Agriculture Middle School.....1,545.00

Future Homemakers of America (FHA)

High School475.00

Future Business Leaders of America (FBLA)

High School450.00

Additional CTE Organizations

Cooperative Education Club of Florida (CECF).....450.00

HOSA.....450.00

Vocational Industrial Clubs of America (VICA).....450.00

Academic Clubs and Student Organizations

Beta Club

High School525.00

Middle School.....525.00

Technology Student Association

High School450.00

Middle School.....450.00

Art Club

Middle School450.00

Student Council

High School450.00

Middle School.....450.00

Future Educators Club Sponsor

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

Middle School (1)450.00

"Just Say No" Club Sponsor

Legacy Elementary School (1)400.00

Macclenny Elementary School (1)400.00

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

Youth Power Club Sponsor

High School300.00

Middle School.....300.00

**2024-2025 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOL BOARD**

FYE June 30, 2025

High School Class Sponsor

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

Annual Yearbook

BCHS	1,500.00
BCMS	1,000.00
Legacy Elementary	600.00
Macclenny Elementary	600.00
Westside Elementary	600.00
Pre-K Kindergarten Center	600.00

Enrichment

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

Miscellaneous Student Clubs and Organizations

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

Instructional Special Certifications, Specialists, and Instructional Leadership

Director of Guidance

High School (3)	1,235.00
Middle School (2)	1,235.00
Legacy Elementary (1)	1,235.00
Macclenny Elementary (1)	1,235.00
Westside Elementary (1)	1,235.00
Pre-K Kindergarten Center (1)	1,235.00
Occupational Specialist	1,235.00

**2024-2025 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOL BOARD**

FYE June 30, 2025

Special Programs

Alternative Ed Supplement	1,545.00
Mental Health Counselor	3,000.00
Case Manager.....	3,000.00
ESE Staffing Specialist.....	2,060.00
ESE Teacher (Paid from IDEA grant).....	1,200.00
Behavioral Analyst (2)	2,000.00
School Psychologist (2)	6,000.00
Teachers Assigned to the Alternative School Full Time	1,500.00
Program Specialist (initiated and approved by Title I)	1,030.00
National Board-Certified Teachers	425.00
Special Olympics Coordinator	1,415.00
School Wellness Coordinators	500.00
Occupational Therapist (1).....	1,545.00
Health Services Specialist.....	1,545.00
Dual Enrollment teachers(6).....	750.00

Speech

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

Chairpersons

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

Miscellaneous Instructional Leadership

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

**2024-2025 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOL BOARD**

FYE June 30, 2025

Bus Duty Supplement

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

⁸ Resource Instructor Supplement

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

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

⁶ Retention Supplement

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

Performance Pay

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

*****PER FLORIDA STATUTE 1012.34***

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

Highly Effective

Effective

Needs Improvement

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

SUBSTITUTE TEACHER PAY

******As of September 28, 2023 ALL substitute teacher staffing will be recruited and paid through ESS Southeast, LLC.**



SUBSTITUTE NURSE PAY –

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

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

**2024-2025 Baker County School Board
SUPPORT STAFF SALARY SCHEDULE**

FYE June 30, 2025

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

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

Information Specialist Administrator

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

Computer Network Specialist

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

Finance Staff Accountant

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

Information Systems Support Technician

**240-Day
Teacher Salary Schedule**

Social Worker/Attendance Office

**240-Day
Teacher Salary Schedule**

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER

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

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

**Baker County School Board
Health Services Specialist Salary Schedule - 197 Days
School Health Nurse/RN/Case Manager Salary Schedule - 197 Days
FYE June 30, 2025**

Years Experience	197 days Annual Contract Salary
0	46,600.00
1	46,600.00
2	46,600.00
3	46,600.00
4	46,650.00
5	46,650.00
6	46,650.00
7	46,650.00
8	46,750.00
9	46,750.00
10	47,467.00
11	48,337.00
12	49,237.00
13	50,337.00
14	51,437.00
15	52,468.00
16	53,568.00
17	54,668.00
18	55,768.00
19	56,868.00
20	57,968.00
21	59,068.00
22	60,168.00
23	61,268.00
24	62,543.00
25	63,543.00

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Advanced Degree Supplements ADD:

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

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

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

CLASSIFIED/CONFIDENTIAL EMPLOYEES

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

3 years.....	\$ 425.00
6 years.....	\$ 435.00
9 years.....	\$ 445.00
12 years.....	\$ 455.00
15 years.....	\$ 465.00
18 years.....	\$ 550.00

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

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

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

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

30-59 Semester Hours -	\$.40 per hr. x total contractual hours
60-89 Semester Hours -	\$.70 per hr. x total contractual hours
90+ Semester Hours -	\$.75 per hr. x total contractual hours

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

Associate of Arts or Associate of Science	\$300
Bachelor of Arts or Bachelor of Science	\$500

Baker County School Board

Executive Secretary - Salary Schedule **CONFIDENTIAL**

FYE June 30, 2025

Years Experience	1957.5 hours (Exec. Sec.)
	Annual Salary
0	47,713.07
1	48,006.58
2	48,300.12
3	48,949.42
4	49,242.96
5	49,714.37
6	50,185.79
7	50,479.31
8	50,772.85
9	51,066.36
10	51,626.74
11	53,100.36
12	53,393.90
13	53,687.41
14	53,980.95
15	54,274.46
16	54,568.00
17	54,861.51
18	56,318.53

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board**Finance Aide - 12 Month Employee (261 Days) CONFIDENTIAL****Secretary/Nutrition Services Finance Aide - 11 Month Employee (240 Days) CONFIDENTIAL****Nutrition Services Area Coordinator - 10 Month Employee (206 Days) CONFIDENTIAL****Salary Schedule****FYE June 30, 2025**

Years Experience	1957.5 hours (Fin I) 261 Days Annual Salary	1957.5 hours (Fin II) 261 Days Annual Salary	1800 hours (Fin I) 240 Days Annual Salary	1800 hours (Fin II) 240 Days Annual Salary	1545 hours (Fin I) 206 Days Annual Salary	1545 hours (Fin II) 206 Days Annual Salary
0	47,713.07	44,991.29	43,874.08	41,371.30	37,658.59	35,510.36
1	48,006.58	45,284.80	44,143.98	41,641.20	37,890.25	35,742.03
2	48,300.12	45,578.34	44,413.90	41,911.11	38,121.93	35,973.70
3	48,949.42	46,227.64	45,010.96	42,508.17	38,634.41	36,486.18
4	49,242.96	46,521.18	45,280.87	42,778.09	38,866.08	36,717.86
5	49,714.37	46,992.59	45,714.36	43,211.57	39,238.16	37,089.93
6	50,185.79	47,464.02	46,147.85	43,645.07	39,610.24	37,462.02
7	50,479.31	47,757.53	46,417.75	43,914.97	39,841.90	37,693.68
8	50,772.85	48,051.07	46,687.67	44,184.88	40,073.58	37,925.36
9	51,066.36	48,344.58	46,957.57	44,454.78	40,305.25	38,157.02
10	51,626.74	48,904.96	47,472.86	44,970.07	40,747.54	38,599.31
11	53,100.36	50,378.58	48,827.92	46,325.13	41,910.63	39,762.40
12	53,393.90	50,672.12	49,097.83	46,595.05	42,142.31	39,994.08
13	53,687.41	50,965.63	49,367.73	46,864.95	42,373.97	40,225.75
14	53,980.95	51,259.17	49,637.65	47,134.86	42,605.65	40,457.42
15	54,274.46	53,331.63	49,907.55	49,040.57	42,837.31	42,093.16
16	54,568.00	53,625.16	50,177.46	49,310.49	43,068.99	42,324.83
17	54,861.51	53,918.68	50,447.36	49,580.39	43,300.65	42,556.50
18	56,318.53	55,366.60	51,787.15	50,911.81	44,450.64	43,699.31

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, 2025**

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	20,474.57	19,306.60
1	20,474.57	19,306.60
2	20,600.52	19,432.56
3	20,600.52	19,432.56
4	20,726.49	19,558.52
5	20,726.49	19,558.52
6	21,005.11	19,837.15
7	21,005.11	19,837.15
8	21,131.07	19,963.11
9	21,131.07	19,963.11
10	21,333.37	20,165.40
11	21,333.37	20,165.40
12	21,535.66	20,367.70
13	21,535.66	20,367.70
14	21,661.62	20,493.65
15	21,661.62	20,493.65
16	21,787.58	20,619.61
17	21,787.58	20,619.61
18	21,913.53	20,745.57
19	21,913.53	20,745.57
20	22,154.00	20,986.03
21	22,154.00	20,986.03
22	22,786.36	21,618.39
23	22,786.36	21,618.39
24	22,912.32	21,744.35
25	22,912.32	21,744.35
26	23,038.27	21,870.31
27	23,038.27	21,870.31
28	23,164.24	21,996.27
29	23,164.24	21,996.27
30	23,290.19	22,885.60
31	23,290.19	22,885.60
32	23,416.15	23,011.56
33	23,416.15	23,011.56
34	23,542.10	23,137.51
35	23,542.10	23,137.51
36	24,167.34	23,758.85

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.

Baker County School Board

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

FYE June 30, 2025

Years Experience	1957.5 hours	1957.5 hours	1957.5 hours	1800 hours	1800 hours	1800 hours
	(Sec. I)	(Sec. II)	(Sec. III)	(Sec. I)	(Sec. II)	(Sec. III)
	Annual Salary 261	Annual Salary 261	Annual Salary 261	Annual Salary 240	Annual Salary 240	Annual Salary 240
0	44,991.29	44,048.45	42,584.37	41,371.30	40,504.32	39,158.04
1	45,284.80	44,341.97	42,877.91	41,641.20	40,774.22	39,427.96
2	45,578.34	44,635.50	43,171.42	41,911.12	41,044.14	39,697.86
3	46,227.64	45,284.80	43,820.75	42,508.18	41,641.20	40,294.94
4	46,521.18	45,578.34	44,114.26	42,778.09	41,911.12	40,564.84
5	46,992.59	46,049.75	44,585.69	43,211.57	42,344.60	40,998.34
6	47,464.02	46,521.18	45,057.10	43,645.07	42,778.09	41,431.82
7	47,757.53	46,814.69	45,350.63	43,914.97	43,047.99	41,701.73
8	48,051.07	47,108.23	45,644.15	44,184.89	43,317.91	41,971.63
9	48,344.58	47,401.74	45,937.68	44,454.79	43,587.81	42,241.55
10	48,904.96	47,962.12	46,498.04	44,970.08	44,103.10	42,756.82
11	50,378.58	49,435.75	47,971.69	46,325.13	45,458.16	44,111.90
12	50,672.12	49,729.28	48,265.20	46,595.05	45,728.07	44,381.80
13	50,965.63	50,022.80	48,558.74	46,864.95	45,997.97	44,651.71
14	51,259.17	50,316.33	48,852.25	47,134.87	46,267.89	44,921.61
15	51,552.68	50,609.85	49,145.79	47,404.77	46,537.79	45,191.53
16	51,846.22	50,903.38	49,439.30	47,674.68	46,807.71	45,461.43
17	52,139.73	51,196.90	49,732.84	47,944.58	47,077.61	45,731.34
18	53,570.52	52,618.59	51,140.40	49,260.24	48,384.91	47,025.66

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

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

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

Baker County School Board
High School & Middle School Secretary/Bookkeeper - 261 days **CONFIDENTIAL**
Salary Schedule
FYE June 30, 2025

Years Experience	Salary 261 - Days	Salary 240 - Days
0	43,035.80	39,573.15
1	43,332.95	39,846.39
2	43,667.25	40,153.79
3	44,298.71	40,734.45
4	44,633.01	41,041.85
5	45,115.88	41,485.87
6	45,628.08	41,956.85
7	45,925.22	42,230.09
8	46,185.23	42,469.18
9	46,519.53	42,776.58
10	47,076.70	43,288.92
11	48,591.11	44,681.48
12	48,888.27	44,954.73
13	49,185.41	45,227.97
14	49,519.71	45,535.37
15	49,816.88	45,808.62
16	50,151.16	46,116.01
17	50,448.32	46,389.26
18	51,866.46	47,693.30

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board

Bus Garage Shop Manager - CONFIDENTIAL
Auxiliary Services Supervisor - CONFIDENTIAL

Salary Schedule

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

FYE June 30, 2025

Years Experience	Per Year Salary
0	61,090.40
1	61,461.84
2	61,796.14
3	62,539.02
4	62,910.48
5	63,430.49
6	63,979.82
7	64,314.12
8	64,685.56
9	65,057.00
10	65,688.46
11	69,023.12

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

NON-INSTRUCTIONAL LONGEVITY

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

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

All non-instructional personnel who have completed 25 or more years non-instructional service in the Baker County School District, shall receive an additional \$2,200.00 as part of their base salary.

**NON-INSTRUCTIONAL PERSONNEL
SALARY SCHEDULE GUIDELINES
AWARD FOR COLLEGE SEMESTER HOURS
2024-2025**

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

30 - 59 Semester Hours - \$.40 per hr. x total contractual hours
60 - 89 Semester Hours - \$.70 per hr. x total contractual hours
90+ Semester Hours - \$.75 per hr. x total contractual hours

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

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

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

AA/AS Degrees	\$300/year
BA/BS Degrees	\$500/year

Baker County School Board
School Secretary-Bookkeeper Data Processors & VPK/Pre-/K Coordinator
School Secretary/Clerical Assistant to Teachers
Salary Schedule
FYE June 30, 2025

5 Hours, 186 Days - 930 Hours (including holidays)
 7 1/2 Hours, 216 Days - 1620 Hours (including holidays)
 7 1/2 Hours, 240 Days - 1800 Hours (including holidays)
 7 1/2 Hours, 261 Days - 1957.5 Hours (including holidays)
 5 Hours, 261 Days - 1305 Hours (including holidays)

School Secretary-Bookkeeper Data Processors & VPK/Pre-K Coordinator

Years Experience	216 Days Per Hour	216 Days Per Year Salary	240 Days Per Hour	240 Days Per Year Salary	261 Days Per Hour	261 Days Per Year Salary	5hr 261 Days Per Hour	5hr 261 Days Per Year Salary
0	17.22	27,896.40	17.22	30,996.00	17.22	33,708.15	17.22	22,472.10
1	17.49	28,333.80	17.49	31,482.00	17.49	34,236.68	17.49	22,824.45
2	17.63	28,560.60	17.63	31,734.00	17.63	34,510.73	17.63	23,007.15
3	17.92	29,030.40	17.92	32,256.00	17.92	35,078.40	17.92	23,385.60
4	18.05	29,241.00	18.05	32,490.00	18.05	35,332.88	18.05	23,555.25
5	18.27	29,597.40	18.27	32,886.00	18.27	35,763.53	18.27	23,842.35
6	18.43	29,856.60	18.43	33,174.00	18.43	36,076.73	18.43	24,051.15
7	18.54	30,034.80	18.54	33,372.00	18.54	36,292.05	18.54	24,194.70
8	18.69	30,277.80	18.69	33,642.00	18.69	36,585.68	18.69	24,390.45
9	18.82	30,488.40	18.82	33,876.00	18.82	36,840.15	18.82	24,560.10
10	19.05	30,861.00	19.05	34,290.00	19.05	37,290.38	19.05	24,860.25
11	21.83	35,364.60	21.83	39,294.00	21.83	42,732.23	21.83	28,488.15

School Secretary/Clerical Assistant to Teachers

Years Experience	216 Days Per Hour	216 Days Per Year Salary	5hr 186 Days Per Hour	5hr 186 Days Per Year Salary
0	16.32	26,438.40	16.32	15,177.60
1	16.58	26,859.60	16.58	15,419.40
2	16.71	27,070.20	16.71	15,540.30
3	17.01	27,556.20	17.01	15,819.30
4	17.15	27,783.00	17.15	15,949.50
5	17.35	28,107.00	17.35	16,135.50
6	17.50	28,350.00	17.50	16,275.00
7	17.61	28,528.20	17.61	16,377.30
8	17.74	28,738.80	17.74	16,498.20
9	17.90	28,998.00	17.90	16,647.00
10	18.16	29,419.20	18.16	16,888.80
11	20.89	33,841.80	20.89	19,427.70

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Instructional Assistants
LPN
Salary Schedule
FYE June 30, 2025

Aide 186 - 5 hours, 186 days, 930 hours
Aide 187 - 7.5 hours, 187 days, 1402.5 hours; 4 hours, 187 days, 748 hours
Aide 197 - 7.5 hours, 197 days, 1477.5 hours
Aide 206 - 7.5 hours, 206 days, 1545 hours
Aide 216 - 7.5 hours, 216 days, 1620 hours
Aide 240 - 7.5 hours, 240 days, 1800 hours

Years Experience	Aide 187		Aide 197		Aide 206		Aide 216		Aide 240		5 Hr/Day Aide 186	
	Per Hour	Aide 187 Salary	Per Hour	Aide 197 Salary	Per Hour	Aide 206 Salary	Per Hour	Aide 216 Salary	Per Hour	Aide 240 Salary	Per Hour	5 Hr/Day Aide 186 Salary
0	16.30	22,860.75	16.30	24,083.25	16.30	25,183.50	16.30	26,406.00	16.30	29,340.00	16.30	15,159.00
1	16.55	23,211.38	16.55	24,452.63	16.55	25,569.75	16.55	26,811.00	16.55	29,790.00	16.55	15,391.50
2	16.70	23,421.75	16.70	24,674.25	16.70	25,801.50	16.70	27,054.00	16.70	30,060.00	16.70	15,531.00
3	17.00	23,842.50	17.00	25,117.50	17.00	26,265.00	17.00	27,540.00	17.00	30,600.00	17.00	15,810.00
4	17.15	24,052.88	17.15	25,339.13	17.15	26,496.75	17.15	27,783.00	17.15	30,870.00	17.15	15,949.50
5	17.36	24,347.40	17.36	25,649.40	17.36	26,821.20	17.36	28,123.20	17.36	31,248.00	17.36	16,144.80
6	17.51	24,557.78	17.51	25,871.03	17.51	27,052.95	17.51	28,366.20	17.51	31,518.00	17.51	16,284.30
7	17.64	24,740.10	17.64	26,063.10	17.64	27,253.80	17.64	28,576.80	17.64	31,752.00	17.64	16,405.20
8	17.75	24,894.38	17.75	26,225.63	17.75	27,423.75	17.75	28,755.00	17.75	31,950.00	17.75	16,507.50
9	17.93	25,146.83	17.93	26,491.58	17.93	27,701.85	17.93	29,046.60	17.93	32,274.00	17.93	16,674.90
10	18.19	25,511.48	18.19	26,875.73	18.19	28,103.55	18.19	29,467.80	18.19	32,742.00	18.19	16,916.70
11	21.04	29,508.60	21.04	31,086.60	21.04	32,506.80	21.04	34,084.80	21.04	37,872.00	21.04	19,567.20

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

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

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

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

**Baker County School Board
Instructional Assistants - Part-Time
Salary Schedule
FYE June 30, 2025**

Aide 187 - 4 hours, 748 hours

Full Time Years Experience	Part Time Years Experience	Per Hour	Aide 187 4 Hr/Day
0	0	16.30	12,192.40
0	1	16.30	12,192.40
1	2	16.55	12,379.40
1	3	16.55	12,379.40
2	4	16.70	12,491.60
2	5	16.70	12,491.60
3	6	17.00	12,716.00
3	7	17.00	12,716.00
4	8	17.15	12,828.20
4	9	17.15	12,828.20
5	10	17.36	12,985.28
5	11	17.36	12,985.28
6	12	17.51	13,097.48
6	13	17.51	13,097.48
7	14	17.64	13,194.72
7	15	17.64	13,194.72
8	16	17.75	13,277.00
8	17	17.75	13,277.00
9	18	17.93	13,411.64
9	19	17.93	13,411.64
10	20	18.19	13,606.12
10	21	18.19	13,606.12
11	22	21.04	15,737.92
11	23	21.04	15,737.92

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

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, 2025

Years Experience	Per Hour	CDA 197 Salary	Per Hour	CDA 240 Salary
0	19.72	29,136.30	19.72	35,496.00
1	20.01	29,564.78	20.01	36,018.00
2	20.32	30,022.80	20.32	36,576.00
3	20.61	30,451.28	20.61	37,098.00
4	20.93	30,924.08	20.93	37,674.00
5	21.22	31,352.55	21.22	38,196.00
6	21.52	31,795.80	21.52	38,736.00
7	21.83	32,253.83	21.83	39,294.00
8	22.13	32,697.08	22.13	39,834.00
9	22.43	33,140.33	22.43	40,374.00
10	22.73	33,583.58	22.73	40,914.00
11	25.95	38,341.13	25.95	46,710.00

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board

Maintenance Foreman/Inventory Manager

Salary Schedule

12 Month Employee - 8 hours per day, 261 Days = 2088 hours

FYE June 30, 2025

Years Experience	Per Year Salary
0	61,090.40
1	61,461.84
2	61,796.14
3	62,539.02
4	62,910.48
5	63,430.49
6	63,979.82
7	64,314.12
8	64,685.56
9	65,057.00
10	65,688.46
11	69,545.12

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, 2025
(12 Months, 8 hours, 261 days = 2088 hours)

Heating, Cooling, Electrical Maintenance

Years Experience	Per Hour	Per Year Salary
0	19.61	40,945.68
1	19.95	41,655.60
2	20.09	41,947.92
3	20.39	42,574.32
4	20.51	42,824.88
5	20.75	43,326.00
6	20.88	43,597.44
7	21.03	43,910.64
8	21.17	44,202.96
9	21.29	44,453.52
10	21.56	45,017.28
11	24.53	51,218.64

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

Heating, Cooling, Electrical (Journeyman)
Safety Inspector

Years Experience	Per Hour	Per Year Salary
0	21.86	45,643.68
1	22.18	46,311.84
2	22.30	46,562.40
3	22.64	47,272.32
4	22.78	47,564.64
5	22.99	48,003.12
6	23.15	48,337.20
7	23.26	48,566.88
8	23.42	48,900.96
9	23.55	49,172.40
10	23.83	49,757.04
11	26.97	56,313.36

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Apprenticeship Salary Schedule
FYE June 30, 2025
(12 Months, 8 hours, 261 days = 2088 hours)
(11 Months, 8 hours, 240 days = 1920)

Apprenticeship

Years Experience	261 day Per Hour	261 day Per Year Salary	240 day Per Hour	240 day Per Year Salary
0	16.30	34,034.40	16.30	31,296.00
1	16.30	34,034.40	16.30	31,296.00
2	16.30	34,034.40	16.30	31,296.00
3	16.30	34,034.40	16.30	31,296.00
4	16.30	34,034.40	16.30	31,296.00
5	16.30	34,034.40	16.30	31,296.00
6	16.30	34,034.40	16.30	31,296.00
7	16.30	34,034.40	16.30	31,296.00
8	16.30	34,034.40	16.30	31,296.00
9	16.42	34,284.96	16.42	31,526.40
10	16.90	35,287.20	16.90	32,448.00
11	19.58	40,883.04	19.58	37,593.60

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Maintenance Department (Journeyman), Transportation Mechanic (Journeyman)
Maintenance I, Mechanic II, Warehouse/Inventory Clerk
Salary Schedule
FYE June 30, 2025
(12 Months, 8 hours, 261 days = 2088 hours)
(11 Months, 8 Hours, 240 days = 1920 hours)
Maintenance Department (Journeyman), Transportation Mechanic (Journeyman)

Years Experience	Per Hour	261 - Days Per Year Salary	240 - Days Per Year Salary
0	20.79	43,409.52	39,916.80
1	21.08	44,015.04	40,473.60
2	21.23	44,328.24	40,761.60
3	21.53	44,954.64	41,337.60
4	21.68	45,267.84	41,625.60
5	21.91	45,748.08	42,067.20
6	22.04	46,019.52	42,316.80
7	22.19	46,332.72	42,604.80
8	22.32	46,604.16	42,854.40
9	22.45	46,875.60	43,104.00
10	22.73	47,460.24	43,641.60
11	25.74	53,745.12	49,420.80

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

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

A \$500 supplement will be paid to the Bus Mechanic Trainer.

A \$500 supplement will be paid to the Certified Bus Inspector.

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

Maintenance I, Mechanic II, Warehouse/Inventory Clerk

Years Experience	Per Hour	261 - Days Per Year Salary	240 - Days Per Year Salary
0	17.07	35,642.16	32,774.40
1	17.36	36,247.68	33,331.20
2	17.50	36,540.00	33,600.00
3	17.82	37,208.16	34,214.40
4	17.95	37,479.60	34,464.00
5	18.17	37,938.96	34,886.40
6	18.30	38,210.40	35,136.00
7	18.44	38,502.72	35,404.80
8	18.57	38,774.16	35,654.40
9	18.72	39,087.36	35,942.40
10	18.98	39,630.24	36,441.60
11	21.69	45,288.72	41,644.80

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board**School Bus Driver****Salary Schedule****FYE June 30, 2025****(186 Days @ 5.5 hours = 1023 hours, 186 Days @ 8 hours = 1488 hours)****(Including 6 Holidays)**

5.5 Hr Day			8 Hr Day		
Years Experience	Per Hour	Per Year Salary	Years Experience	Per Hour	Per Year Salary
0	17.22	17,616.06	0	17.11	25,459.68
1	17.60	18,004.80	1	17.48	26,010.24
2	17.78	18,188.94	2	17.67	26,292.96
3	18.23	18,649.29	3	18.12	26,962.56
4	18.48	18,905.04	4	18.36	27,319.68
5	18.82	19,252.86	5	18.71	27,840.48
6	19.03	19,467.69	6	18.91	28,138.08
7	19.23	19,672.29	7	19.11	28,435.68
8	19.47	19,917.81	8	19.36	28,807.68
9	19.66	20,112.18	9	19.55	29,090.40
10	20.08	20,541.84	10	19.97	29,715.36
11	23.50	24,040.50	11	23.28	34,640.64

SUBSTITUTE BUS DRIVERS:

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

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

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

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

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, 2025**

Years Experience	Per Hour	8 Hr Day	Per Hour	5.5 Hr Day
		Per Year Salary		Per Year Salary
0	15.00	22,320.00	15.00	15,345.00
1	15.00	22,320.00	15.00	15,345.00
2	15.00	22,320.00	15.00	15,345.00
3	15.00	22,320.00	15.00	15,345.00
4	15.00	22,320.00	15.00	15,345.00
5	15.00	22,320.00	15.00	15,345.00
6	15.00	22,320.00	15.00	15,345.00
7	15.00	22,320.00	15.00	15,345.00
8	15.00	22,320.00	15.00	15,345.00
9	15.00	22,320.00	15.00	15,345.00
10	15.00	22,320.00	15.00	15,345.00
11	15.72	23,391.36	15.72	16,081.56

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**Substitute Aides:****Paid at Step 0 of the bus aides pay schedule.****Bus Drivers who substitute as aides will be paid at their hourly rate.**

**Baker County School Board
Landscape Technician (261 Days) & (240 Days)
Custodian (261) & (197)
Salary Schedule
FYE June 30, 2025**

(12 Months, 8 hours, 261 days = 2088 hours)
(11 Months, 8 hours, 240 days = 1920 hours)
(10 Months, 8 hours, 197 days = 1576 hours)
(12 Months, 5.5 Hours, 261 days = 1435.5 hours)

Years Experience	Per Hour	261 - days Salary	Per Hour	240 - days Salary	Per Hour	197 - days Salary	Per Hour	5.5 Hrs/Day 261 - Days Salary
0	16.30	34,034.40	16.30	31,296.00	16.30	25,688.80	16.30	23,398.65
1	16.55	34,556.40	16.55	31,776.00	16.55	26,082.80	16.55	23,757.53
2	16.70	34,869.60	16.70	32,064.00	16.70	26,319.20	16.70	23,972.85
3	17.03	35,558.64	17.03	32,697.60	17.03	26,839.28	17.03	24,446.57
4	17.14	35,788.32	17.14	32,908.80	17.14	27,012.64	17.14	24,604.47
5	17.39	36,310.32	17.39	33,388.80	17.39	27,406.64	17.39	24,963.35
6	17.50	36,540.00	17.50	33,600.00	17.50	27,580.00	17.50	25,121.25
7	17.63	36,811.44	17.63	33,849.60	17.63	27,784.88	17.63	25,307.87
8	17.81	37,187.28	17.81	34,195.20	17.81	28,068.56	17.81	25,566.26
9	17.92	37,416.96	17.92	34,406.40	17.92	28,241.92	17.92	25,724.16
10	18.18	37,959.84	18.18	34,905.60	18.18	28,651.68	18.18	26,097.39
11	20.83	43,493.04	20.83	39,993.60	20.83	32,828.08	20.83	29,901.47

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

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

**Custodian Coordinator (Elementary Schools) - \$900.00 supplement
Custodian Coordinator (Middle School) - \$1,000.00 supplement
Custodian Coordinator (High School) - \$1,150.00 supplement
Landscape Coordinator (All Schools) - \$1,000.00 supplement**

**Baker County School Board
Part-time Custodian
Salary Schedule
FYE June 30, 2025
(12 Months, 4 Hours, 261 days=1044 hours)**

Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	16.30	17,017.20
0	1	16.30	17,017.20
1	2	16.55	17,278.20
1	3	16.55	17,278.20
2	4	16.70	17,434.80
2	5	16.70	17,434.80
3	6	17.03	17,779.32
3	7	17.03	17,779.32
4	8	17.14	17,894.16
4	9	17.14	17,894.16
5	10	17.39	18,155.16
5	11	17.39	18,155.16
6	12	17.50	18,270.00
6	13	17.50	18,270.00
7	14	17.63	18,405.72
7	15	17.63	18,405.72
8	16	17.81	18,593.64
8	17	17.81	18,593.64
9	18	17.92	18,708.48
9	19	17.92	18,708.48
10	20	18.18	18,979.92
10	21	18.18	18,979.92
11	22	20.83	21,746.52
11	23	20.83	21,746.52

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)
FYE June 30, 2025**

Years Experience	Per Hour	7.5 Hr Day
		Per Year Salary
0	17.86	25,852.35
1	17.95	25,982.63
2	18.06	26,141.85
3	18.31	26,503.73
4	18.44	26,691.90
5	18.60	26,923.50
6	18.68	27,039.30
7	18.80	27,213.00
8	18.90	27,357.75
9	18.99	27,488.03
10	19.12	27,676.20
11	21.80	31,555.50

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Nutrition Services Manager - Refer to Table 1 below.

Nutrition Services Assistant Manager - \$500.00 Supplement

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

Nutrition Service Managers will be required to obtain and retain
American School Food Service Association Professional Certification.

TABLE 1

Nutrition Services Manager Supplements:

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

TABLE 1

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

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

Baker County School Board

Nutrition Service Assistants - 7 hours per day - 191 days - 1337 hours

Salary Schedule

FYE June 30, 2025

Years Experience	Per Hour	Per Year Salary
0	16.30	21,793.10
1	16.40	21,926.80
2	16.51	22,073.87
3	17.09	22,849.33
4	17.22	23,023.14
5	17.28	23,103.36
6	17.35	23,196.95
7	17.46	23,344.02
8	17.53	23,437.61
9	17.61	23,544.57
10	17.72	23,691.64
11	20.27	27,100.99

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board
Nutrition Service Assistants - 3HR and 4HR per day
Salary Schedule
FYE June 30, 2025
(3 Hours, 186 Days - 558 Hours; 4 Hours, 186 Days, 744 hours)

3 Hour Nutrition Services Assistant

Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	16.30	9,095.40
0	1	16.30	9,095.40
1	2	16.40	9,151.20
1	3	16.40	9,151.20
2	4	16.51	9,212.58
2	5	16.51	9,212.58
3	6	17.09	9,536.22
3	7	17.09	9,536.22
4	8	17.22	9,608.76
4	9	17.22	9,608.76
5	10	17.28	9,642.24
5	11	17.28	9,642.24
6	12	17.35	9,681.30
6	13	17.35	9,681.30
7	14	17.46	9,742.68
7	15	17.46	9,742.68
8	16	17.53	9,781.74
8	17	17.53	9,781.74
9	18	17.61	9,826.38
9	19	17.61	9,826.38
10	20	17.72	9,887.76
10	21	17.72	9,887.76
11	22	20.27	11,310.66
11	23	20.27	11,310.66

4 Hour Nutrition Services Assistant

Full Time Years Experience	Part Time Years Experience	Per Hour	Per Year Salary
0	0	16.30	12,127.20
0	1	16.30	12,127.20
1	2	16.40	12,201.60
1	3	16.40	12,201.60
2	4	16.51	12,283.44
2	5	16.51	12,283.44
3	6	17.09	12,714.96
3	7	17.09	12,714.96
4	8	17.22	12,811.68
4	9	17.22	12,811.68
5	10	17.28	12,856.32
5	11	17.28	12,856.32
6	12	17.35	12,908.40
6	13	17.35	12,908.40
7	14	17.46	12,990.24
7	15	17.46	12,990.24
8	16	17.53	13,042.32
8	17	17.53	13,042.32
9	18	17.61	13,101.84
9	19	17.61	13,101.84
10	20	17.72	13,183.68
10	21	17.72	13,183.68
11	22	20.27	15,080.88
11	23	20.27	15,080.88

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****2024-2025****PART-TIME, TEMPORARY, EXTRA-DUTY**

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

Part-time clerical/typing \$15.00 per hour

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

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

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

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

Extended Day Enrichment Program

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

Assistant Supervisor (181 days)\$15.75 per hour

Daily Worker (180 days) \$15.25 per hour