



Baker County Public Schools Support Services

Sherrie Raulerson
Superintendent of Schools
"Where Children Are First!"



392 South Boulevard East
Macclenny, Florida 32063

Telephone: (904) 259-6251

www.baker.k12.fl.us

Fax: (904) 259-2825

DATE: FEBRUARY 25, 2013
TO: SHERRIE RAULERSON, SUPERINTENDENT
FROM: MARCELLE RICHARDSON *JMR*
EXECUTIVE DIRECTOR FOR SUPPORT SERVICES
RE: 2012-13 SALARY SCHEDULE

PRESENTED AND APPROVED
IN OPEN BOARD MEETING
DATE: 3-4-2013
MIN. BK# 3b
MIN BK PAGE # _____

Please request Board approval of the 2012-13 Salary Schedule.

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

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

DISTRICT SCHOOL BOARD MEMBERS

Earl Dwight Crews
District 1

Richard Dean Griffis
District 2

Jesse D. Davis
District 3

Charlie M. Burnett, III
District 4

Patricia C. Weeks
District 5

AN EQUAL ACCESS/EQUAL OPPORTUNITY INSTITUTION

BAKER COUNTY DISTRICT SCHOOL BOARD

SALARY SCHEDULES

2012-2013

TABLE OF CONTENTS

Page

Educational Leaders' Salary Schedules

| | |
|-------------------------------|---|
| 240 Days Contract | 1 |
| 261 Days Contract | 2 |
| Responsibility Schedule | 3 |

Teachers Salary Schedules

| | |
|-----------------------------------|----|
| 197 Days Contract | 4 |
| 240 Days Contract..... | 5 |
| 261 Days Contract | 6 |
| Summer School (Hourly Rate) | 7 |
| Part-Time Teaching..... | 8 |
| Supplements | 9 |
| Differentiated Pay | 15 |

Instructional Personnel Salary Schedule Guidelines

Performance Pay Schedules (Educational Leaders and Teachers)

| | |
|--------------------|----|
| 197 Days (5%)..... | 17 |
| 240 Days (5%)..... | 18 |
| 261 Days (5%)..... | 19 |

Substitute Teacher/Nurse

Positions Approved for In-County Travel Reimbursement.....

Support Staff

| | |
|--|----|
| Data Processing Student/Staff & Finance Manager..... | 22 |
| Social Worker/Attendance Officer | 22 |

Health Services Salary Schedules

Specialist..... 23

School Health Nurse/RN/Case Manager 23

Classified Employees 24

Executive Secretary..... 25

Secretary I 26

Secretary II 26

Secretary III 26

Finance Aide I / Associate Superintendent Secretary I 27

Finance Aide II / Associate Superintendent Secretary II 27

Secretary/Nutrition Services Finance Aide I..... 27

Secretary/Nutrition Services Finance Aide II..... 27

Non-Instructional Personnel Salary Schedule Guidelines 28

Longevity..... 29

High School /Middle School Secretary-Bookkeeper 30

Intermediate School Secretary-Bookkeeper 30

School Secretary-Bookkeeper & Data Processor..... 31

School Secretary/Clerical Assistant to Teachers 31

Instructional Assistants 32

Pre-Kindergarten Child Development Associate 34

Bus Garage Shop Manager..... 35

Maintenance Foreman/Inventory Manager 35

Maintenance Department

Heating, Cooling, Electrical Maintenance..... 36

| | |
|--|----|
| Heating, Cooling, Electrical (Journeyman)..... | 36 |
| Maintenance Department (Journeyman)..... | 37 |
| Maintenance I..... | 37 |
| Warehouse/Inventory Clerk..... | 37 |
| Transportation Department | |
| Mechanic II..... | 37 |
| Mechanic (Journeyman)..... | 37 |
| School Bus Driver..... | 38 |
| Substitute Bus Driver..... | 38 |
| Bus Aide..... | 39 |
| Substitute Bus Aide..... | 39 |
| Apprentice..... | 40 |
| Landscape Technician..... | 41 |
| Custodian | |
| 261 Days Contract..... | 41 |
| 197 Days Contract..... | 41 |
| Substitute Custodian..... | 41 |
| Part-Time Custodian..... | 42 |
| Nutrition Services | |
| Manager..... | 43 |
| Manager Table I..... | 44 |
| Assistant (7 hrs. 191 Days)..... | 45 |
| Assistant (3 hrs. 186 Days)..... | 46 |
| Assistant (4 hrs. 186 Days)..... | 46 |

Miscellaneous Non-instructional

| | |
|---|-----------|
| Part-Time, Temporary, Extra Duty | 47 |
| Extended Day Enrichment Program..... | 47 |
| S.T.A.R.S. Program | 47 |
| Even Start Program | 47 |

Baker County School Board
Educational Leader's Salary Schedule: 240 Day Contract
FYE June 30, 2013

| 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, 2013

| 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 |

**2012-2013 Baker County
Educational Leaders' Responsibility Schedule**

FYE June 30, 2013

| | |
|---|----------------------------------|
| 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, 2013

| 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, 2013

| 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, 2013

| 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, 2013

| 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
2012-2013 PART-TIME TEACHING SALARY SCHEDULE**

FYE June 30, 2013

| <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.

2012-2013 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2013

Athletic Directors and Trainer

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

Football

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

Basketball

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

Wrestling

| | |
|---------------------------------|----------|
| Wrestling Coach | 2,470.00 |
| Assistant Wrestling Coach | 1,390.00 |

Baseball

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

Weightlifting

| | |
|--|----------|
| Boys' Weightlifting Coach..... | 1,855.00 |
| Girls' Weightlifting Coach | 1,855.00 |
| Assistant Boys' Weightlifting Coach..... | 1,030.00 |
| Assistant Girls' Weightlifting Coach | 1,030.00 |

Track

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

2012-2013 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2013

Cross Country

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

Tennis

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

Volleyball

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

Softball

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

Bowling

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

Swimming

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

Cheerleader Sponsors

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

High School Dance Drill Team

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

2012-2013 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS

FYE June 30, 2013

Middle School Dancin' Paws

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

Band

| | |
|---|----------|
| High School Band Director | 4,120.00 |
| High School Assistant Band Director | 1,030.00 |
| Middle School Band Director | 1,750.00 |
| Middle School Assistant Band Director | 775.00 |
| Flag Corp | 525.00 |
| High School Majorettes | 600.00 |
| Middle School Majorettes..... | 600.00 |

Chorus

| | |
|-----------------------------------|--------|
| High School..... | 980.00 |
| Middle School | 775.00 |
| Westside Elementary School..... | 425.00 |
| Macclenny Elementary School | 425.00 |

Agriculture

| | |
|--|----------|
| Vocational Agriculture High School (2) | 3,090.00 |
| Vocational Agriculture Middle School | 625.00 |

Future Homemakers of America (FHA)

| | |
|---------------------|--------|
| High School | 475.00 |
| Middle School | 475.00 |

Future Business Leaders of America (FBLA)

| | |
|---------------------|--------|
| High School | 450.00 |
| Middle School | 450.00 |

Technology Student Association

| | |
|---------------------|--------|
| High School | 450.00 |
| Middle School | 450.00 |

Other Vocational Clubs

| | |
|---|--------|
| Vocational Industrial Clubs of America (VICA) | 450.00 |
| Cooperative Education Club of Florida (CECF) | 450.00 |
| HOSA | 450.00 |

Class Sponsor

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

2012-2013 SUPPLEMENTAL SALARY SCHEDULE
 BAKER COUNTY SCHOOLS

FYE June 30, 2013

Annual Yearbook & Newspaper

| | |
|--------------------------------|----------|
| 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 |

Student Council

| | |
|---------------------|--------|
| High School..... | 450.00 |
| Middle School | 450.00 |

Future Educators Club Sponsor

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

“Just Say No” Club Sponsor

| | |
|---------------------------------------|--------|
| Intermediate School (1) | 400.00 |
| Macclenny Elementary School (1) | 400.00 |
| Westside Elementary School (1) | 400.00 |

Miscellaneous Clubs

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

Director of Guidance

| | |
|-------------------------------------|----------|
| High School (3)..... | 1,235.00 |
| Middle School (2) | 1,235.00 |
| Intermediate School (1) | 1,235.00 |
| 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 |

ESE

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

2012-2013 SUPPLEMENTAL SALARY SCHEDULE
 BAKER COUNTY SCHOOLS

FYE June 30, 2013

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

Chairpersons

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

Enrichment

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

Bus Duty Supplement (beyond work day)

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

Other Miscellaneous

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

* 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.

**2012-2013 SUPPLEMENTAL SALARY SCHEDULE
BAKER COUNTY SCHOOLS**

FYE June 30, 2013

- *** Limit to maximum of \$1,030 for each school that is networked (High School, Middle School, Westside Elementary, Macclenny Elementary, Intermediate School, Pre-K Kindergarten Center)**
- **** BCHS Head Football Coach will be placed on an 11-month teaching contract.**
- ***** Supplement will be paid for entirely from sponsor/booster funds. No funds will be used from the school district to pay for the supplement or to run the program.**

**2012-13 INSTRUCTIONAL DIFFERENTIATED PAY POSITIONS
BAKER COUNTY SCHOOLS**

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 |
| Occupational Specialist..... | 1,235.00 |

ESE

| | |
|--|----------|
| ESE Staffing Specialist..... | 2,060.00 |
| Behavioral Analyst (2) | 2,000.00 |
| School Psychologist (2)..... | 6,000.00 |
| Speech and Hearing Therapist (4)..... | 1,545.00 |
| National Board Certification for Speech..... | 425.00 |
| Occupational Therapist (1) | 1,545.00 |
| ESE Teacher (Paid from IDEA) | 1,200.00 |

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 |

Other Miscellaneous

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

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

**INSTRUCTIONAL PERSONNEL
SALARY SCHEDULE GUIDELINES
2012-2013**

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, 2013

| 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, 2013

| 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, 2013

| 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 |

**2012-2013 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, 2013

| Years Experience | 197 days | 197 days | 186 days | 186 days |
|---------------------|------------------------------|-------------------------------|------------------------------|-------------------------------|
| | Annual Contract Salary | Masters Contract Salary | Annual Contract Salary | Masters Contract 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, 2013

| 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, 2013

| 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, 2011

| Years Experience | (Fin I) | (Fin II) | (Fin I) | (Fin II) |
|---------------------|------------------------------|------------------------------|------------------------------|------------------------------|
| | 261 Days Annual Salary | 261 Days Annual Salary | 240 Days Annual Salary | 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
2012-2013**

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 |

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

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 \$900.00 as part of their base salary beginning in the 26th year of service. Eligibility for this \$900.00 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, 2013

| 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, 2013

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, 2013

Aide 186 - 5 hours, 186 days, 930 hours
 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 | Per Hour | Aide 186 5 Hr/Day |
|------------------|----------|-----------------|----------|-----------------|----------|-----------------|----------|-------------------|
| 0 | 11.27 | 15,807.34 | 11.27 | 17,405.82 | 11.26 | 18,247.12 | 11.27 | 10,481.88 |
| 1 | 11.54 | 16,179.13 | 11.53 | 17,815.38 | 11.53 | 18,676.56 | 11.54 | 10,728.41 |
| 2 | 11.68 | 16,374.80 | 11.67 | 18,030.93 | 11.67 | 18,902.58 | 11.68 | 10,858.16 |
| 3 | 11.97 | 16,785.72 | 11.96 | 18,483.61 | 11.96 | 19,377.23 | 11.97 | 11,130.64 |
| 4 | 12.11 | 16,981.40 | 12.10 | 18,699.16 | 12.10 | 19,603.25 | 12.11 | 11,260.39 |
| 5 | 12.32 | 17,274.91 | 12.31 | 19,022.50 | 12.31 | 19,942.28 | 12.32 | 11,455.02 |
| 6 | 12.46 | 17,470.59 | 12.45 | 19,238.06 | 12.45 | 20,168.30 | 12.46 | 11,584.78 |
| 7 | 12.58 | 17,646.70 | 12.58 | 19,432.06 | 12.58 | 20,371.72 | 12.58 | 11,701.55 |
| 8 | 12.69 | 17,803.24 | 12.69 | 19,604.50 | 12.69 | 20,552.54 | 12.69 | 11,805.36 |
| 9 | 12.86 | 18,038.05 | 12.86 | 19,863.17 | 12.85 | 20,823.76 | 12.86 | 11,961.06 |
| 10 | 13.11 | 18,390.27 | 13.11 | 20,251.18 | 13.11 | 21,230.60 | 13.11 | 12,194.62 |
| 11 | 15.48 | 21,715.00 | 15.46 | 23,880.69 | 15.44 | 25,020.53 | 15.48 | 14,399.25 |

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Substitute Aide: \$8.00 per hour.

INFORMATION ONLY

BENEFIT: As per Baker County School Board Policy Handbook

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

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

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

Baker County School Board
 Instructional Assistants
 Salary Schedule - Part Time
 FYE June 30, 2013

Aide 187 - 4 hours, 748 hours

| Full Time Years Experience | Part Time Years Experience | Per Hour | Aide 187 4 Hr/Day |
|----------------------------------|----------------------------------|-------------|----------------------|
| 0 | 0 | 11.27 | 8,430.58 |
| 0 | 1 | 11.27 | 8,430.58 |
| 1 | 2 | 11.54 | 8,628.87 |
| 1 | 3 | 11.54 | 8,628.87 |
| 2 | 4 | 11.68 | 8,733.23 |
| 2 | 5 | 11.68 | 8,733.23 |
| 3 | 6 | 11.97 | 8,952.39 |
| 3 | 7 | 11.97 | 8,952.39 |
| 4 | 8 | 12.11 | 9,056.75 |
| 4 | 9 | 12.11 | 9,056.75 |
| 5 | 10 | 12.32 | 9,213.29 |
| 5 | 11 | 12.32 | 9,213.29 |
| 6 | 12 | 12.46 | 9,317.65 |
| 6 | 13 | 12.46 | 9,317.65 |
| 7 | 14 | 12.58 | 9,411.57 |
| 7 | 15 | 12.58 | 9,411.57 |
| 8 | 16 | 12.69 | 9,495.06 |
| 8 | 17 | 12.69 | 9,495.06 |
| 9 | 18 | 12.86 | 9,620.29 |
| 9 | 19 | 12.86 | 9,620.29 |
| 10 | 20 | 13.11 | 9,808.14 |
| 10 | 21 | 13.11 | 9,808.14 |
| 11 | 22 | 15.48 | 11,581.33 |
| 11 | 23 | 15.48 | 11,581.33 |

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, 2013

| 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, 2013

| 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, 2013
 (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, 2013
 (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, 2013
 (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, 2013

| 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, 2013
 (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, 2013

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

| Years Experience | Per Hour | 261 - days Salary | Per Hour | 240 - days Salary | Per Hour | 197 -days Salary |
|------------------|----------|-------------------|----------|-------------------|----------|------------------|
| 0 | 11.35 | 23,700.77 | 11.35 | 21,793.81 | 11.36 | 17,907.47 |
| 1 | 11.60 | 24,225.13 | 11.60 | 22,275.99 | 11.61 | 18,303.26 |
| 2 | 11.74 | 24,516.45 | 11.74 | 22,543.86 | 11.75 | 18,523.15 |
| 3 | 12.06 | 25,186.48 | 12.06 | 23,159.98 | 12.07 | 19,028.88 |
| 4 | 12.17 | 25,419.53 | 12.17 | 23,374.28 | 12.19 | 19,204.78 |
| 5 | 12.41 | 25,914.77 | 12.41 | 23,829.67 | 12.42 | 19,578.58 |
| 6 | 12.52 | 26,147.82 | 12.52 | 24,043.98 | 12.53 | 19,754.49 |
| 7 | 12.65 | 26,410.01 | 12.65 | 24,285.07 | 12.66 | 19,952.38 |
| 8 | 12.82 | 26,759.59 | 12.82 | 24,606.52 | 12.83 | 20,216.24 |
| 9 | 12.93 | 26,992.64 | 12.93 | 24,820.82 | 12.94 | 20,392.15 |
| 10 | 13.18 | 27,517.01 | 13.18 | 25,303.00 | 13.19 | 20,787.94 |
| 11 | 15.35 | 32,043.87 | 15.35 | 29,465.62 | 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, 2013
 (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, 2013

| Years Experience | Per Hour | Per Year Salary 7.5 Hours | Per Hour | 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, 2013
(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, 2013
 (3 Hours, 186 Days - 558 Hours; 4 Hours, 186 Days, 744 hours)

3 Hour Nutrition Services Assistant

4 Hour Nutrition Services Assistant

| Full Time Years Experience | Part Time Years Experience | Per Hour | Per Year Salary | Full Time Years Experience | Part Time Years Experience | Per Hour | Per Year Salary |
|----------------------------------|----------------------------------|-------------|--------------------|----------------------------------|----------------------------------|-------------|--------------------|
| 0 | 0 | 11.13 | 6,212.74 | 0 | 0 | 11.13 | 8,283.65 |
| 0 | 1 | 11.13 | 6,212.74 | 0 | 1 | 11.13 | 8,283.65 |
| 1 | 2 | 11.27 | 6,290.59 | 1 | 2 | 11.27 | 8,387.45 |
| 1 | 3 | 11.27 | 6,290.59 | 1 | 3 | 11.27 | 8,387.45 |
| 2 | 4 | 11.41 | 6,368.44 | 2 | 4 | 11.41 | 8,491.25 |
| 2 | 5 | 11.41 | 6,368.44 | 2 | 5 | 11.41 | 8,491.25 |
| 3 | 6 | 12.04 | 6,718.77 | 3 | 6 | 12.04 | 8,958.36 |
| 3 | 7 | 12.04 | 6,718.77 | 3 | 7 | 12.04 | 8,958.36 |
| 4 | 8 | 12.17 | 6,788.84 | 4 | 8 | 12.17 | 9,051.79 |
| 4 | 9 | 12.17 | 6,788.84 | 4 | 9 | 12.17 | 9,051.79 |
| 5 | 10 | 12.23 | 6,824.81 | 5 | 10 | 12.23 | 9,099.75 |
| 5 | 11 | 12.23 | 6,824.81 | 5 | 11 | 12.23 | 9,099.75 |
| 6 | 12 | 12.29 | 6,858.91 | 6 | 12 | 12.29 | 9,145.21 |
| 6 | 13 | 12.29 | 6,858.91 | 6 | 13 | 12.29 | 9,145.21 |
| 7 | 14 | 12.40 | 6,921.19 | 7 | 14 | 12.40 | 9,228.25 |
| 7 | 15 | 12.40 | 6,921.19 | 7 | 15 | 12.40 | 9,228.25 |
| 8 | 16 | 12.47 | 6,957.16 | 8 | 16 | 12.47 | 9,276.21 |
| 8 | 17 | 12.47 | 6,957.16 | 8 | 17 | 12.47 | 9,276.21 |
| 9 | 18 | 12.54 | 6,999.04 | 9 | 18 | 12.54 | 9,332.05 |
| 9 | 19 | 12.54 | 6,999.04 | 9 | 19 | 12.54 | 9,332.05 |
| 10 | 20 | 12.65 | 7,061.32 | 10 | 20 | 12.65 | 9,415.09 |
| 10 | 21 | 12.65 | 7,061.32 | 10 | 21 | 12.65 | 9,415.09 |
| 11 | 22 | 14.73 | 8,217.43 | 11 | 22 | 14.73 | 10,956.57 |
| 11 | 23 | 14.73 | 8,217.43 | 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**

2012-2013

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) \$13.20 per hour

Assistant (181 days) \$ 9.20 per hour