



# Baker County Public Schools

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Sherrie Raulerson  
Superintendent of Schools  
"Where Children Are First"



DATE: DECEMBER 15, 2014  
TO: SHERRIE RAULERSON, SUPERINTENDENT  
FROM: MARCELLE RICHARDSON *MR*  
EXECUTIVE DIRECTOR FOR SUPPORT SERVICES  
RE: 2014-15 SALARY SCHEDULE

PRESENTED AND APPROVED  
IN OPEN BOARD MEETING  
DATE: 1-5-2015  
MIN. BK# 36  
MIN BK PAGE # \_\_\_\_\_

Please request Board approval of the 2014-15 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

Naomi E. Roberson  
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*

*2014-2015*

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Baker County School Board  
 Ed Leader Salary Schedule: 240 Day Contract  
 FYE June 30, 2015

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

Baker County School Board  
Ed Leaders Performance Pay Salary Schedule: 240 Day Contract\*  
FYE June 30, 2015

Initial classification placement for instructional employees are based on years of experience in Florida or out of state experience. Salary adjustments are only made for employees rated as Highly Effective or Effective on the Instructional Evaluation Instrument.

\*Performance Pay stands in lieu of a normal step increase.

| Step | Placement I |
|------|-------------|
| 0    | \$ 41,726   |
| 1    | \$ 42,396   |
| 2    | \$ 43,066   |
| 3    | \$ 43,736   |
| H.E. | (+671.00)   |
| EFF. | (+670.75)   |

| Step | Placement II |
|------|--------------|
| 4    | \$ 44,406    |
| H.E. | (+702.00)    |
| EFF. | (+701.75)    |

| Step | Placement III |
|------|---------------|
| 5    | \$ 45,107     |
| H.E. | (+732.00)     |
| EFF. | (+731.75)     |

| Step | Placement IV |
|------|--------------|
| 6    | \$ 45,838    |
| 7    | \$ 46,690    |
| 8    | \$ 47,543    |
| 9    | \$ 48,396    |
| H.E. | (+854.00)    |
| EFF. | (+853.75)    |

| Step | Placement V |
|------|-------------|
| 10   | \$ 49,249   |
| 11   | \$ 50,223   |
| H.E. | (+976.00)   |
| EFF. | (+975.75)   |

| Step | Placement VI |
|------|--------------|
| 12   | \$ 51,198    |
| 13   | \$ 52,416    |
| 14   | \$ 53,635    |
| 15   | \$ 54,853    |
| 16   | \$ 56,071    |
| 17   | \$ 57,289    |
| 18   | \$ 58,508    |
| 19   | \$ 59,726    |
| 20   | \$ 60,944    |
| H.E. | (+1219.00)   |
| EFF. | (+1,218.75)  |

| Step | Placement VII |
|------|---------------|
| 21   | \$ 62,162     |
| 22   | \$ 63,411     |
| 23   | \$ 64,660     |
| 24   | \$ 65,909     |
| 25   | \$ 67,157     |
| H.E. | (+1,250.00)   |
| EFF. | (+1,249.75)   |

Advanced Degree Supplements  
Masters: \$3,199  
Specialist: \$4,478  
Doctorate: \$5,845

Longevity Supplement at step 25 or above in the amount of \$7,188

\*Movement or initial placement on this salary schedule is conditioned on performance that is based on Effective or Highly Effective Performance. This criteria includes the step increase.

Baker County School Board  
Educational Leader's Salary Schedule: 261 Day Contract  
FYE June 30, 2015

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

Baker County School Board  
Ed Leaders Performance Pay Salary Schedule: 261 Day Contract\*  
FYE June 30, 2015

Initial classification placement for instructional employees are based on years of experience in Florida or out of state experience.  
Salary adjustments are only made for employees rated as Highly Effective or Effective on the Instructional Evaluation Instrument.  
\*Performance Pay stands in lieu of a normal step increase.

| Step | Placement I |
|------|-------------|
| 0    | \$ 45,377   |
| 1    | \$ 46,106   |
| 2    | \$ 46,834   |
| 3    | \$ 47,563   |
| H.E. | (+730.00)   |
| EFF. | (+729.75)   |

| Step | Placement II |
|------|--------------|
| 4    | \$ 48,292    |
| H.E. | (+762.00)    |
| EFF. | (+761.75)    |

| Step | Placement III |
|------|---------------|
| 5    | \$ 49,053     |
| H.E. | (+796.00)     |
| EFF. | (+795.75)     |

| Step | Placement IV |
|------|--------------|
| 6    | \$ 49,848    |
| 7    | \$ 50,776    |
| 8    | \$ 51,703    |
| 9    | \$ 52,631    |
| H.E. | (+928.00)    |
| EFF. | (+927.75)    |

| Step | Placement V |
|------|-------------|
| 10   | \$ 53,558   |
| 11   | \$ 54,618   |
| H.E. | (+1061.00)  |
| EFF. | (+1060.75)  |

| Step | Placement VI |
|------|--------------|
| 12   | \$ 55,678    |
| 13   | \$ 57,003    |
| 14   | \$ 58,328    |
| 15   | \$ 59,652    |
| 16   | \$ 60,977    |
| 17   | \$ 62,302    |
| 18   | \$ 63,627    |
| 19   | \$ 64,952    |
| 20   | \$ 66,277    |
| H.E. | (+1,326.00)  |
| EFF. | (+1,325.75)  |

| Step | Placement VII |
|------|---------------|
| 21   | \$ 67,602     |
| 22   | \$ 68,960     |
| 23   | \$ 70,318     |
| 24   | \$ 71,676     |
| 25   | \$ 73,034     |
| H.E. | (+1,359.00)   |
| EFF. | (+1,358.75)   |

Advanced Degree Supplements  
Masters: \$3,479  
Specialist: \$4,870  
Doctorate: \$6,357

Longevity Supplement at step 25 or above in the amount of \$7,817  
\*Movement or initial placement on this salary schedule is conditioned on performance that is based on Effective or Highly Effective Performance.  
This criteria includes the step increase.

**2014-2015 Baker County  
Educational Leaders' Responsibility Schedule**

**FYE June 30, 2015**

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

Baker County School Board  
Teacher Salary Schedule: 197 Day Contract  
FYE June 30, 2015

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

Baker County School Board  
Teachers Performance Pay Salary Schedule: 197 Day Contract\*  
FYE June 30, 2015

Initial classification placement for instructional employees are based on years of experience in Florida or out of state experience.  
Salary adjustments are only made for employees rated as Highly Effective or Effective on the Instructional Evaluation Instrument.

\*Performance Pay stands in lieu of a normal step increase.

| Step | Placement I |
|------|-------------|
| 0    | \$ 34,250   |
| 1    | \$ 34,800   |
| 2    | \$ 35,350   |
| 3    | \$ 35,900   |
| H.E. | (+551.00)   |
| EFF. | (+550.75)   |

| Step | Placement II |
|------|--------------|
| 4    | \$ 36,450    |
| H.E. | (+576.00)    |
| EFF. | (+575.75)    |

| Step | Placement III |
|------|---------------|
| 5    | \$ 37,025     |
| H.E. | (+601.00)     |
| EFF. | (+600.75)     |

| Step | Placement IV |
|------|--------------|
| 6    | \$ 37,625    |
| 7    | \$ 38,325    |
| 8    | \$ 39,025    |
| 9    | \$ 39,725    |
| H.E. | (+701.00)    |
| EFF. | (+700.75)    |

| Step | Placement V |
|------|-------------|
| 10   | \$ 40,425   |
| 11   | \$ 41,225   |
| H.E. | (+801.00)   |
| EFF. | (+800.75)   |

| Step | Placement VI |
|------|--------------|
| 12   | \$ 42,025    |
| 13   | \$ 43,025    |
| 14   | \$ 44,025    |
| 15   | \$ 45,025    |
| 16   | \$ 46,025    |
| 17   | \$ 47,025    |
| 18   | \$ 48,025    |
| 19   | \$ 49,025    |
| 20   | \$ 50,025    |
| H.E. | (+1,001.00)  |
| EFF. | (+1,000.75)  |

| Step | Placement VII |
|------|---------------|
| 21   | \$ 51,025     |
| 22   | \$ 52,050     |
| 23   | \$ 53,075     |
| 24   | \$ 54,100     |
| 25   | \$ 55,125     |
| H.E. | (+1,026.00)   |
| EFF. | (+1,025.75)   |

Advanced Degree Supplements  
Masters: \$2,626  
Specialist: \$3,676  
Doctorate: \$4,798

Longevity Supplement at step 25 or above in the amount of \$5,900

\*Movement or initial placement on this salary schedule is conditioned on performance that is based on Effective or Highly Effective Performance.  
This criteria includes the step increase.

Baker County School Board  
Teacher Salary Schedule: 240 Day Contract  
FYE June 30, 2015

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

Baker County School Board  
Teachers Performance Pay Salary Schedule: 240 Day Contract\*  
FYE June 30, 2015

Initial classification placement for instructional employees are based on years of experience in Florida or out of state experience.  
Salary adjustments are only made for employees rated as Highly Effective or Effective on the Instructional Evaluation Instrument.

\*Performance Pay stands in lieu of a normal step increase.

| Step | Placement I |
|------|-------------|
| 0    | \$ 41,726   |
| 1    | \$ 42,396   |
| 2    | \$ 43,066   |
| 3    | \$ 43,736   |
| H.E. | (+671.00)   |
| EFF. | (+670.75)   |

| Step | Placement II |
|------|--------------|
| 4    | \$ 44,406    |
| H.E. | (+702.00)    |
| EFF. | (+701.75)    |

| Step | Placement III |
|------|---------------|
| 5    | \$ 45,107     |
| H.E. | (+732.00)     |
| EFF. | (+731.75)     |

| Step | Placement IV |
|------|--------------|
| 6    | \$ 45,838    |
| 7    | \$ 46,690    |
| 8    | \$ 47,543    |
| 9    | \$ 48,396    |
| H.E. | (+854.00)    |
| EFF. | (+853.75)    |

| Step | Placement V |
|------|-------------|
| 10   | \$ 49,249   |
| 11   | \$ 50,223   |
| H.E. | (+976.00)   |
| EFF. | (+975.75)   |

| Step | Placement VI |
|------|--------------|
| 12   | \$ 51,198    |
| 13   | \$ 52,416    |
| 14   | \$ 53,635    |
| 15   | \$ 54,853    |
| 16   | \$ 56,071    |
| 17   | \$ 57,289    |
| 18   | \$ 58,508    |
| 19   | \$ 59,726    |
| 20   | \$ 60,944    |
| H.E. | (+1219.00)   |
| EFF. | (+1,218.75)  |

| Step | Placement VII |
|------|---------------|
| 21   | \$ 62,162     |
| 22   | \$ 63,411     |
| 23   | \$ 64,660     |
| 24   | \$ 65,909     |
| 25   | \$ 67,157     |
| H.E. | (+1,250.00)   |
| EFF. | (+1,249.75)   |

Advanced Degree Supplements  
Masters: \$3,199  
Specialist: \$4,478  
Doctorate: \$5,845

Longevity Supplement at step 25 or above in the amount of \$7,188

\*Movement or initial placement on this salary schedule is conditioned on performance that is based on Effective or Highly Effective Performance.  
This criteria includes the step increase.

Baker County School Board  
Annualized Teacher Salary Schedule - 261 Day Contract  
FYE June 30, 2015

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

Baker County School Board  
Teachers Performance Pay Salary Schedule: 261 Day Contract\*  
FYE June 30, 2015

Initial classification placement for instructional employees are based on years of experience in Florida or out of state experience.  
Salary adjustments are only made for employees rated as Highly Effective or Effective on the Instructional Evaluation Instrument.

\*Performance Pay stands in lieu of a normal step increase.

| Step | Placement I |
|------|-------------|
| 0    | \$ 45,377   |
| 1    | \$ 46,106   |
| 2    | \$ 46,834   |
| 3    | \$ 47,563   |
| H.E. | (+730.00)   |
| EFF. | (+729.75)   |

| Step | Placement II |
|------|--------------|
| 4    | \$ 48,292    |
| H.E. | (+762.00)    |
| EFF. | (+761.75)    |

| Step | Placement III |
|------|---------------|
| 5    | \$ 49,053     |
| H.E. | (+796.00)     |
| EFF. | (+795.75)     |

| Step | Placement IV |
|------|--------------|
| 6    | \$ 49,848    |
| 7    | \$ 50,776    |
| 8    | \$ 51,703    |
| 9    | \$ 52,631    |
| H.E. | (+928.00)    |
| EFF. | (+927.75)    |

| Step | Placement V |
|------|-------------|
| 10   | \$ 53,558   |
| 11   | \$ 54,618   |
| H.E. | (+1061.00)  |
| EFF. | (+1060.75)  |

| Step | Placement VI |
|------|--------------|
| 12   | \$ 55,678    |
| 13   | \$ 57,003    |
| 14   | \$ 58,328    |
| 15   | \$ 59,652    |
| 16   | \$ 60,977    |
| 17   | \$ 62,302    |
| 18   | \$ 63,627    |
| 19   | \$ 64,952    |
| 20   | \$ 66,277    |
| H.E. | (+1,326.00)  |
| EFF. | (+1,325.75)  |

| Step | Placement VII |
|------|---------------|
| 21   | \$ 67,602     |
| 22   | \$ 68,960     |
| 23   | \$ 70,318     |
| 24   | \$ 71,676     |
| 25   | \$ 73,034     |
| H.E. | (+1,359.00)   |
| EFF. | (+1,358.75)   |

Advanced Degree Supplements  
Masters: \$3,479  
Specialist: \$4,870  
Doctorate: \$6,357

Longevity Supplement at step 25 or above in the amount of \$7,817

\*Movement or initial placement on this salary schedule is conditioned on performance that is based on Effective or Highly Effective Performance.  
This criteria includes the step increase.

Baker County School Board  
Teacher Salary Schedule: Summer School (Hourly Rate)  
FYE June 30, 2015

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

**Baker County School Board  
2014-2015 PART-TIME TEACHING SALARY SCHEDULE**

**FYE June 30, 2015**

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

**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.**

2014-2015 SUPPLEMENTAL SALARY SCHEDULE  
BAKER COUNTY SCHOOLS

FYE June 30, 2015

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 |

**2014-2015 SUPPLEMENTAL SALARY SCHEDULE  
BAKER COUNTY SCHOOLS**

**FYE June 30, 2015**

**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 |

**2014-2015 SUPPLEMENTAL SALARY SCHEDULE  
BAKER COUNTY SCHOOLS**

**FYE June 30, 2015**

**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**

|                                                             |          |
|-------------------------------------------------------------|----------|
| Teachers Assigned to the Alternative School Full Time ..... | 1,500.00 |
| Vocational Agriculture High School (2) .....                | 3,090.00 |
| Vocational Agriculture Middle School .....                  | 625.00   |
| Vocational Industrial Clubs of America (VICA) .....         | 450.00   |

**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 |
| 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 |

**Annual Yearbook**

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

**2014-2015 SUPPLEMENTAL SALARY SCHEDULE  
BAKER COUNTY SCHOOLS**

**FYE June 30, 2015**

**Beta Club**

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

**Technology Student Association**

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

**Drama .....** 3,000.00

**Special Olympics Coordinator .....** 1,415.00

**Debate.....** 450.00

**High School High Q (2).....** 525.00

**Foreign Language .....** 450.00

**Student Council**

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

**Future Educators Club Sponsor**

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

Middle School (1) .....

**Video Productions .....** 475.00

**"Just Say No" Club Sponsor**

Intermediate School (1) .....

Macclenny Elementary School (1) .....

Westside Elementary School (1) .....

**Director of Guidance**

High School (3)..... 1,235.00

Middle School (2) .....

Intermediate School (1) .....

Macclenny Elementary (1) .....

Westside Elementary (1) .....

Pre-K Kindergarten Center (1) .....

**ESE Staffing Specialist .....** 2,060.00

**Behavioral Analyst (2) .....** 2,000.00

**Occupational Specialist.....** 1,235.00

**School Psychologist (2) .....** 6,000.00

**Program Specialist (Title I) .....** 1,030.00

**Teacher on Special Assignment (4) .....** 2,575.00

**National Board Certified Teachers.....** 425.00

**Chairpersons**

High School..... \*\*7,000.00

Middle School .....

Intermediate School..... 3,400.00

Macclenny Elementary .....

Westside Elementary..... 3,400.00

Southside Educational Center (2) .....

Pre-K Kindergarten Center..... 1,235.00

**Team Leaders - Middle School (4 or more) .....** 325.00

**School Wellness Coordinators.....** 500.00

**2014-2015 SUPPLEMENTAL SALARY SCHEDULE  
BAKER COUNTY SCHOOLS**

**FYE June 30, 2015**

**Speech**

|                                                    |          |
|----------------------------------------------------|----------|
| Speech and Hearing Therapist (4).....              | 3,000.00 |
| National Board Certification for Speech.....       | 425.00   |
| Occupational Therapist (1) .....                   | 1,545.00 |
| Health Services Specialist.....                    | 1,545.00 |
| Peer Teacher .....                                 | 625.00   |
| School Activities Coordinator - Middle School..... | 250.00   |

**Enrichment**

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

**2014-2015 SUPPLEMENTAL SALARY SCHEDULE  
BAKER COUNTY SCHOOLS**

**FYE June 30, 2015**

**Bus Duty Supplement (beyond work day)**

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

**Longevity \*\*\*\*\***

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

- \* Number of positions subject to periodic adjustments as mutually agreed upon.
- \*\* For BCHS and BCMS divide existing dollars pro rata based upon number of persons in department compared to number of persons in all departments.
- \*\*\* Limit to maximum of \$1,030 for each school that is networked (High School, Middle School, Westside Elementary, Macclenny Elementary, Intermediate School, Pre-K Kindergarten Center)
- \*\*\*\* BCHS Head Football Coach will be placed on an 11-month teaching contract.
- \*\*\*\*\* Longevity is for teachers who have completed 25 or more years of service as a teacher.

**2014-15 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.....                       | 2,000.00 |
| School Psychologist.....                      | 6,000.00 |
| Speech and Hearing Therapist .....            | 3,000.00 |
| National Board Certification for Speech ..... | 425.00   |
| Occupational Therapist.....                   | 1,545.00 |
| ESE Teacher (Paid from IDEA).....             | 1,200.00 |

**Chairpersons**

|                                     |          |
|-------------------------------------|----------|
| High School.....                    | 7,000.00 |
| Middle School.....                  | 5,000.00 |
| Intermediate School.....            | 3,400.00 |
| Macclenny School.....               | 3,400.00 |
| Westside School .....               | 3,400.00 |
| Southside Education Center (2)..... | 200.00   |
| Pre-K Kindergarten Center.....      | 1,235.00 |

**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 |
| Teachers at Title I Schools (FY 2014-15 only) .....                 | 50.00    |
| Move from a Non-Low Perf Sch to a Low Perf Sch (One Time Pay) ..... | 300.00   |

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  
2014-2015**

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.

**SUBSTITUTE TEACHER AND SUBSTITUTE NURSE PAY**

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

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

**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, 2015

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

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

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

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

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

Baker County School Board  
Registered Nurse  
Salary Schedule  
7.5 Hours - 197 days - 1477.5 hours  
FYE June 30, 2015

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

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

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

## **CLASSIFIED EMPLOYEES**

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

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

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

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

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

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

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

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

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

Baker County School Board  
Executive Secretary - Salary Schedule  
FYE June 30, 2015

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board  
Secretary Salary Schedule - 261 Days and 240  
FYE June 30, 2015

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

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

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

Baker County School Board  
 Finance Aide/Assoc. Supt. Secretary - 12 Month Employee (261 Days)  
 Secretary/Nutrition Services Finance Aide - 11 Month Employee (240 Days)  
 Salary Schedule  
 FYE June 30, 2015

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

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

Baker County School Board  
Part-Time Finance Aide - 11 Month Employee (240 Days at 3.5 Hours per Day)  
Salary Schedule  
FYE June 30, 2015

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

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

**NON-INSTRUCTIONAL PERSONNEL  
SALARY SCHEDULE GUIDELINES  
AWARD FOR COLLEGE SEMESTER HOURS  
2014-2015**

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

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

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

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

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

|                      |                   |
|----------------------|-------------------|
| <b>AA/AS Degrees</b> | <b>\$100/year</b> |
| <b>BA/BS Degrees</b> | <b>\$200/year</b> |

## **LONGEVITY**

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

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

Baker County School Board  
 High School & Middle School Secretary/Bookkeeper - 261 days  
 Keller Intermediate School Secretary/Bookkeeper - 240 days  
 Salary Schedule  
 FYE June 30, 2015

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board  
School Secretary-Bookkeeper & Data Processors  
School Secretary/Clerical Assistant to Teachers  
Salary Schedule  
FYE June 30, 2015

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

School Secretary/Clerical Assistant to Teachers

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board  
Instructional Assistants  
Salary Schedule  
FYE June 30, 2015

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

| Years<br>Experience | Per<br>Hour | Aide 187<br>Salary | Per<br>Hour | Aide 206<br>Salary | Per<br>Hour | Aide 216<br>Salary | Per<br>Hour | Aide 186<br>5 Hr/Day | Per<br>Hour | Aide 197<br>Salary |
|---------------------|-------------|--------------------|-------------|--------------------|-------------|--------------------|-------------|----------------------|-------------|--------------------|
| 0                   | 11.67       | 16,360.60          | 11.66       | 18,015.02          | 11.66       | 18,885.77          | 11.67       | 10,848.74            | 11.67       | 17,235.50          |
| 1                   | 11.94       | 16,745.40          | 11.93       | 18,438.92          | 11.93       | 19,330.24          | 11.94       | 11,103.90            | 11.94       | 17,640.87          |
| 2                   | 12.08       | 16,947.92          | 12.08       | 18,662.02          | 12.08       | 19,564.17          | 12.08       | 11,238.20            | 12.08       | 17,854.23          |
| 3                   | 12.39       | 17,373.22          | 12.38       | 19,130.53          | 12.38       | 20,055.43          | 12.39       | 11,520.21            | 12.39       | 18,302.27          |
| 4                   | 12.53       | 17,575.75          | 12.53       | 19,353.63          | 12.52       | 20,289.36          | 12.53       | 11,654.51            | 12.53       | 18,515.63          |
| 5                   | 12.75       | 17,879.54          | 12.74       | 19,688.29          | 12.74       | 20,640.26          | 12.75       | 11,855.95            | 12.75       | 18,835.66          |
| 6                   | 12.89       | 18,082.06          | 12.89       | 19,911.39          | 12.89       | 20,874.19          | 12.89       | 11,990.24            | 12.89       | 19,049.02          |
| 7                   | 13.02       | 18,264.33          | 13.02       | 20,112.18          | 13.02       | 21,084.73          | 13.02       | 12,111.11            | 13.02       | 19,241.04          |
| 8                   | 13.14       | 18,426.35          | 13.13       | 20,290.66          | 13.13       | 21,271.88          | 13.14       | 12,218.54            | 13.14       | 19,411.72          |
| 9                   | 13.31       | 18,669.38          | 13.31       | 20,558.38          | 13.30       | 21,552.60          | 13.31       | 12,379.70            | 13.31       | 19,667.74          |
| 10                  | 13.57       | 19,033.93          | 13.57       | 20,959.97          | 13.56       | 21,973.67          | 13.57       | 12,621.43            | 13.57       | 20,051.78          |
| 11                  | 16.02       | 22,475.02          | 16.00       | 24,716.52          | 15.99       | 25,896.25          | 16.02       | 14,903.22            | 16.02       | 23,676.90          |

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Substitute Aide: \$8.25 per hour.

INFORMATION ONLY

BENEFIT: As per Baker County School Board Policy Handbook

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

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

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

Baker County School Board  
Instructional Assistants  
Salary Schedule  
FYE June 30, 2015

Aide 187 - 4 hours, 748 hours

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

Baker County School Board  
 Prekindergarten Child Development Associates  
 Salary Schedule  
 7.5 Hours - 197 days - 1477.5 hours  
 7.5 Hours - 240 days - 1800 hours  
 FYE June 30, 2015

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board  
Bus Garage Shop Manager - Maintenance Foreman/Inventory Manager  
Salary Schedule  
12 Month Employee  
FYE June 30, 2015

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board  
 Heating Cooling, Electrical Maintenance  
 Heating Cooling, Electrical (Journeyman)  
 Safety Inspector  
 Salary Schedule  
 FYE June 30, 2015  
 (12 Months, 8 hours, 261 days = 2088 hours)

Heating, Cooling, Electrical Maintenance

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

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

Heating, Cooling, Electrical (Journeyman)  
 Safety Inspector

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

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board  
 Maintenance Department (Journeyman), Transportation Mechanic (Journeyman)  
 Maintenance I, Mechanic II, Warehouse/Inventory Clerk  
 Salary Schedule  
 FYE June 30, 2015  
 (12 Months, 8 hours, 261 days = 2088 hours)  
 (11 Months, 4 Hours, 240 days = 960 hours)  
 Maintenance Department (Journeyman), Transportation Mechanic (Journeyman)

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

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

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

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

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

Maintenance I, Mechanic II, Warehouse/Inventory Clerk

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board

School Bus Driver

Salary Schedule

FYE June 30, 2015

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

(Including 6 Holidays)

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

**SUBSTITUTE BUS DRIVERS:**

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

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

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

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

**EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.**

Baker County School Board  
 Bus Aide  
 Salary Schedule  
 (186 Days, 5.5 hours = 1023 hour)  
 (186 Days, 8 hours = 1488 hour)  
 (Including 6 Holidays)  
 FYE June 30, 2015

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Substitute Aides:

Paid at Step 0 of the bus aides pay schedule.

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

Baker County School Board  
 Apprenticeship Salary Schedule  
 FYE June 30, 2015  
 ( 12 Months, 8 hours, 261 days = 2088 hours)  
 (11 Months, 8 hours, 240 days = 1920)

Apprenticeship

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

After two (2) years on the Apprenticeship Salary Schedule a person employed by the Baker County School System may, with the approval of the immediate supervisor, move to the Maintenance I salary schedule.  
 EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board  
 Landscape Technician (261 Days)  
 Custodian (261) & (197)  
 Salary Schedule  
 FYE June 30, 2015  
 ( 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<br>Experience | Per<br>Hour | 261 - days<br>Salary | Per<br>Hour | 240 - days<br>Salary | Per<br>Hour | 197 -days<br>Salary |
|---------------------|-------------|----------------------|-------------|----------------------|-------------|---------------------|
| 0                   | 11.75       | 24,530.29            | 11.75       | 22,556.59            | 11.76       | 18,534.24           |
| 1                   | 12.01       | 25,073.01            | 12.01       | 23,055.65            | 12.02       | 18,943.88           |
| 2                   | 12.15       | 25,374.53            | 12.15       | 23,332.90            | 12.16       | 19,171.46           |
| 3                   | 12.48       | 26,068.01            | 12.48       | 23,970.58            | 12.50       | 19,694.89           |
| 4                   | 12.60       | 26,309.22            | 12.60       | 24,192.38            | 12.61       | 19,876.95           |
| 5                   | 12.85       | 26,821.79            | 12.85       | 24,663.71            | 12.86       | 20,263.83           |
| 6                   | 12.96       | 27,063.00            | 12.96       | 24,885.51            | 12.97       | 20,445.89           |
| 7                   | 13.09       | 27,334.36            | 13.09       | 25,135.04            | 13.10       | 20,650.72           |
| 8                   | 13.26       | 27,696.17            | 13.26       | 25,467.75            | 13.28       | 20,923.81           |
| 9                   | 13.38       | 27,937.38            | 13.38       | 25,689.55            | 13.39       | 21,105.87           |
| 10                  | 13.64       | 28,480.11            | 13.64       | 26,188.60            | 13.65       | 21,515.51           |
| 11                  | 15.88       | 33,165.40            | 15.88       | 30,496.92            | 15.90       | 25,056.29           |

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Substitute Custodian - \$8.25 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, 2015  
(12 Months, 4 Hours, 261 days=1044 hours)

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

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Nutrition Services Manager  
Salary Schedule  
(7.5 Hours, 193 Days - 1447.5 Hours)  
(8.0 Hours, 193 Days - 1544 Hours)  
FYE June 30, 2015

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Nutrition Services Manager - Refer to Table 1.

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

**TABLE 1**

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

**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  
 Salary Schedule  
 FYE June 30, 2015  
 (7 Hours, 191 Days - 1337 Hours)

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

Nutrition Service Substitutes - \$8.25 per hour

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

Baker County School Board  
Nutrition Service Assistants  
Salary Schedule  
FYE June 30, 2015  
(3 Hours, 186 Days - 558 Hours; 4 Hours, 186 Days, 744 hours)

3 Hour Nutrition Services Assistant

| Full Time<br>Years<br>Experience | Part Time<br>Years<br>Experience | Per<br>Hour | Per Year<br>Salary |
|----------------------------------|----------------------------------|-------------|--------------------|
| 0                                | 0                                | 11.52       | 6,430.18           |
| 0                                | 1                                | 11.52       | 6,430.18           |
| 1                                | 2                                | 11.67       | 6,510.76           |
| 1                                | 3                                | 11.67       | 6,510.76           |
| 2                                | 4                                | 11.81       | 6,591.33           |
| 2                                | 5                                | 11.81       | 6,591.33           |
| 3                                | 6                                | 12.46       | 6,953.93           |
| 3                                | 7                                | 12.46       | 6,953.93           |
| 4                                | 8                                | 12.59       | 7,026.45           |
| 4                                | 9                                | 12.59       | 7,026.45           |
| 5                                | 10                               | 12.66       | 7,063.68           |
| 5                                | 11                               | 12.66       | 7,063.68           |
| 6                                | 12                               | 12.72       | 7,098.97           |
| 6                                | 13                               | 12.72       | 7,098.97           |
| 7                                | 14                               | 12.84       | 7,163.43           |
| 7                                | 15                               | 12.84       | 7,163.43           |
| 8                                | 16                               | 12.90       | 7,200.66           |
| 8                                | 17                               | 12.90       | 7,200.66           |
| 9                                | 18                               | 12.98       | 7,244.01           |
| 9                                | 19                               | 12.98       | 7,244.01           |
| 10                               | 20                               | 13.10       | 7,308.47           |
| 10                               | 21                               | 13.10       | 7,308.47           |
| 11                               | 22                               | 15.24       | 8,505.04           |
| 11                               | 23                               | 15.24       | 8,505.04           |

4 Hour Nutrition Services Assistant

| Full Time<br>Years<br>Experience | Part Time<br>Years<br>Experience | Per<br>Hour | Per Year<br>Salary |
|----------------------------------|----------------------------------|-------------|--------------------|
| 0                                | 0                                | 11.52       | 8,573.57           |
| 0                                | 1                                | 11.52       | 8,573.57           |
| 1                                | 2                                | 11.67       | 8,681.01           |
| 1                                | 3                                | 11.67       | 8,681.01           |
| 2                                | 4                                | 11.81       | 8,788.45           |
| 2                                | 5                                | 11.81       | 8,788.45           |
| 3                                | 6                                | 12.46       | 9,271.91           |
| 3                                | 7                                | 12.46       | 9,271.91           |
| 4                                | 8                                | 12.59       | 9,368.60           |
| 4                                | 9                                | 12.59       | 9,368.60           |
| 5                                | 10                               | 12.66       | 9,418.24           |
| 5                                | 11                               | 12.66       | 9,418.24           |
| 6                                | 12                               | 12.72       | 9,465.29           |
| 6                                | 13                               | 12.72       | 9,465.29           |
| 7                                | 14                               | 12.84       | 9,551.24           |
| 7                                | 15                               | 12.84       | 9,551.24           |
| 8                                | 16                               | 12.90       | 9,600.88           |
| 8                                | 17                               | 12.90       | 9,600.88           |
| 9                                | 18                               | 12.98       | 9,658.67           |
| 9                                | 19                               | 12.98       | 9,658.67           |
| 10                               | 20                               | 13.10       | 9,744.62           |
| 10                               | 21                               | 13.10       | 9,744.62           |
| 11                               | 22                               | 15.24       | 11,340.05          |
| 11                               | 23                               | 15.24       | 11,340.05          |

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

EXPERIENCE MUST BE IN FIELD AND VERIFIED BY EMPLOYER.

**MISCELLANEOUS NON-INSTRUCTIONAL  
SALARY SCHEDULES**

**2014-2015**

**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 ..... \$ 8.25 per hour**

**Adults working on school board projects  
for a limited time..... \$ 8.25 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) ..... \$13.75 per hour**

**Assistant (181 days) ..... \$ 9.75 per hour**