SALARY PLACEMENT SCHEDULE
2026-2027

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GENERAL INFORMATION

YEARS OF SERVICE FOR THE PURPOSE OF COMPUTING ANNUAL LEAVE shall be interpreted to mean the years' service as an employee for the Bay County School Board in a full-time (52 weeks annually) position. Years' service in positions of employment with the Bay County School Board of less than 52 weeks annually do not qualify for annual leave and that service will not be considered when an employee transfers to a 52-week position. (Effective July 1, 1985)

TRANSFER: A transfer is the movement of a current, regular employee from one position to another. A current regular employee moving from one employee category or placement schedule to another will be placed using verified, relevant experience.

BREAK IN SERVICE: Following the last contract day for the employee type, there is a break in service for the employee if they are non-renewed. In addition, a resignation or termination results in a break in service.

SPECIAL CONTRACTS, as used in this Placement Schedule, are defined as contracted work performed by instructional employees in excess of the regular 196-day schedule contract.

NORMAL WORK WEEK is defined as beginning on each Sunday and extending through the next Saturday. Employees assigned beyond a forty (40) hour work week shall be compensated at time and one half their regular hourly rate of pay or compensatory time.

ADMINISTRATIVE EMPLOYEES TRANSFERRING BACK TO AN INSTRUCTIONAL POSITION: If a certified administrator is moving back to an instructional position, credit for previous years of verified and approved instructional and administrative experience will be used for placement.

DIRECT DEPOSIT: Direct Deposit participation is mandatory.

As of October 1, 2022, personnel will be paid at the minimum hourly rate of $15.00 per hour. This rate has been established based upon Chapter 2022-156, Laws of Florida.

NOTE:

Temporary help will be paid at the "0" experience level on the lowest level paygrade for the classification for which they are hired.

BARGAINING

INSTRUCTIONAL – Salary Placement Schedule 1
(Performance Pay Schedule)

SUPPORT – Salary Placement Schedule 3

INSTRUCTIONAL PERSONNEL

INSTRUCTIONAL PERSONNEL

A. Instructional salaries are paid according to the highest level of training and approved experience using Placement Schedule 1. (Grandfathered or Performance Schedule)

B. The hourly rate of pay for instructional employees employed under special contract for work in excess of the regular 196 days will be computed by dividing the employees annual base pay from schedule 1 as follows: Annual rate of pay divided by 196 days = daily rate of pay divided by 7.5 hours = hourly rate of pay.

C. The annual salary for JROTC instructors shall be as specified by an agreement between the Bay County School Board and the Department of Defense for Jr. ROTC programs. The monthly salary may vary in accordance with the information furnished by the Department of Defense and the instructors shall be paid accordingly. Contract periods for JROTC instructor positions are determined based upon the Department of Defense and dictated by the specific branch of service. Example: Twelve months and eleven months. These employees do not qualify for annual leave or paid holidays other than noted in paragraph II-D. Since the JROTC Instructor salary and supplements (housing, clothing, etc.) and COLA are determined by the Department of Defense, JROTC instructor salary increases are not part of the Bay District Schools Placement Schedule.

D. Instructional Employees receive the following paid holidays:

Monday, September 7, 2026	Friday, December 25, 2026
Wednesday, November 11, 2026	Friday, January 1, 2027
Thursday, November 26, 2026	Monday, January 18, 2027

E. Each employee employed on a full-time basis shall be entitled to one day of sick leave for each month of employment. Such sick leave shall be cumulative from year to year, and there shall be no limit on the number of days of sick leave an employee may accrue.

F. Refer to the School Board Policies and Association of Bay County Educators Master Contract for other terms and conditions of employment related to instructional personnel.

G. Placement Schedule 1 will be used to calculate the salaries of non-certificated instructional personnel authorized under the provisions of State Board Rule 6A-1.0502. Full-time instructional personnel will not be paid less than the salary for a bachelor's degree.

H. **Curriculum Development Projects:** Beginning on the first student day of school year 2015-2016, teachers employed in curriculum development projects that involve developing and/or revising curriculum projects or district/school reports will be paid a Beginning Teacher's Hourly Rate. Teachers employed in curriculum development will produce a product at the end of the project. Curriculum Development Projects will be approved and monitored by the Division of Teaching and Learning.

I. **Special Training/Staff Development Projects:** Beginning on the first student day of school year 2015-2016, teachers employed for special training/staff development projects that support the District Improvement Plan and School Improvement and that have funds expressly for the compensation of participants will be paid $90.00 per day. (Rate is based upon a six (6) hour day.)

If training occurs outside the normal school day (nights or Saturdays) during the regular school year, the rate of pay will be $125. (Rate is based on a six (6) hour day.)

J. **Payment to Instructional Personnel for Services Outside the 196 Day Contract that Involve Non-student Instruction Time:**
These services include Curriculum Development Projects, workshops, in-service training, Pre-K screening, planning fees for workshop presenters (workshop to be presented on a teacher contract day) and other activities not involving student instruction. A day will be 6 hours excluding lunch breaks.

K. Employees do not receive an automatic step on a Placement Schedule for pay increase.

L. **NOTE:** Temporary help will be paid at the "0" experience

Grandfathered Instructional Pay Schedule
Placement Schedule 1

Board Approved 11/12/2013

NOTE: The Performance Pay Placement Schedule will be used for instructional personnel hired after July 1, 2014. (ABCE Contract 16.1)

	BA
PG	$ Amount
00	34,480
01	34,480
02	34,730
03	34,980
04	35,480
05	35,980
06	36,480
07	36,980
08	37,480
09	38,230
10	38,980
11	39,730
12	40,480
13	41,230
14	41,980
15	42,980
16	43,980
17	44,980
18	45,980
19	46,980
20	48,080
21	49,180
22	50,280
23	51,380
24	52,480
25	53,980
26	55,480
27	56,980
28	57,180
29	57,380
30	57,580
31	58,180

Master's degree will earn an additional $2,500 per year
Specialist degree will earn an additional $5,100 per year
Doctorate degree will earn an additional $7,800 per year

Base Placement Schedule includes advanced degrees.

Instructional Performance Pay Placement Schedule
Salary Schedule 1

Effective July 29, 2026
(implemented 11/16/2026)

PG	AMOUNT
0	51,100
1	51,100
2	51,100
3	51,100
4	52,200
5	52,200
6	52,200
7	53,300
8	53,300
9	53,300
10	54,400
11	54,400
12	54,400
13	55,500
14	55,500
15	55,500
16	56,600
17	56,600
18	56,600
19	57,700
20	57,700
21	57,700
22	58,800
23	58,800
24	58,800
25	59,900

An Associate Teacher is a full-time employee and will be paid a salary of $26,000 a year plus benefits.

Master's degree will earn an additional $2,500 per year
Specialist degree will earn an additional $5,100 per year

Doctorate degree will earn an additional $7,800 per year

In accordance with Florida State Statute 1012.22, all individuals hired after July 1, 2011 with an advanced degree in the individual's area of certification will receive payment as indicated on the Placement Schedule for applicable degree as a supplement as this amount will not be included in the individual's base salary.

Performance Pay Placement Schedule will be used for instructional personnel hired after July 1, 2014. (ABCE Contract 16.1)

INSTRUCTIONAL EXTRA PAY FOR EXTRA DUTY SCHEDULE

1. Supplements will be based on the current Performance Placement Schedule with the salary for a BA/BS teacher with 0 years of experience as the base.

2. Outline of the duties to be performed to earn a supplement shall be written by the school administrator and signed by the teacher involved and the school administrator. One copy is to remain with the administrator, one with the teacher and another copy filed with the Superintendent's office by October 1st of each school year.

3. No supplement shall be paid when job performance is not in accordance with the agreed outline.

4. Any employee may receive more than one supplement, but not more than three (3) supplements for duties performed and shall be subject to conditions of Item Number 3 of this schedule. Miscellaneous supplements will not count as one of the three.

5. All supplements listed in this schedule are granted only on the basis of one school year.

6. No employee hired for the position contained in this schedule shall be paid less than the percentages indicated.

7. Personnel supplemented for athletics will be paid up to ten percent (10%) of their supplement for participation in post season athletic competition in the following manner: two percent (2%) will be paid for participation in each level of competition.

8. Personnel hired for the position of band director and/or choir director will automatically receive the supplement and will be expected to perform the duties described in order to retain that position.

9. To qualify as a Department Head (Sr. /Post-Secondary), the department must contain no less than four (4) full-time instructional personnel. Teachers who are assigned to departments with fewer than four full-time instructional personnel shall be given the opportunity to apply for a department head position which may be created by combining two or more departments.

10. To qualify as a Team Leader or Grade Group Chair, the team must contain no less than four (4) full-time instructional personnel. Special area personnel shall be included in grade group teams and shall be given the opportunity to apply for a team leader or grade group chair position. Any teacher, who performs the essential duties of the team leader/grade group chair on a consistent, regular basis, shall receive the supplement regardless of the title given the position.

11. Special area personnel (Art, Music, PE, Media, Guidance, etc.) may be given an opportunity to form a special area group and qualify for a grade group chair. This supplement shall be subject to the facility manager's approval.

12. In sports supplements which are seasonal in nature, the employee will be due full compensation for such. For supplemental employees who separate employment before the end of the school year, supplements will be paid as follows:

    A. If the supplemented activities have been completed, the employee will receive the entire percentage indicated.
    B. If the supplemented activities have not been completed, or are of a year-round nature, such supplement shall be paid on the proportion of the job completed.

13. Academic supplemental positions shall be filled by teachers. Non-academic, extra-curricular supplemental positions (such as athletic coaches) shall be filled on an annual basis by the most qualified, coaching-certified applicant provided that teachers who apply for such positions are interviewed for the position. Under no circumstances, however, shall the supplement be paid to an administrator.

14. Schools will receive school improvement team supplements based on this formula beginning in school year 2006-2007:

    0-799 Students receive four (4) teacher supplements
    800-1299 Students receive six (6) teacher supplements
    1300+ Students receive eight (8) teacher supplements

15. Beginning in school year 2008-2009 Elementary and Middle schools will receive funding from the District for Department Heads, Team Leaders, or Grade Group Chairs according to this formula:

    0–599 Students receive three (3) teacher supplements
    600–799 Students receive four (4) teacher supplements
    800–1049 Students receive five (5) teacher supplements
    1050–1299 Students receive six (6) teacher supplements
    1300+ Students receive seven (7) teacher supplements

    Middle schools will receive one additional team leader/department head for their ASPIRE teachers.

SENIOR HIGH SCHOOL	**PERCENT**
Athletic Director	14%
Head Coach – baseball, basketball, soccer, softball, track, volleyball, wrestling, flag football	10%
Assistant Coaches *(same sports as above & football)*	9%
Head Coach–golf, swimming, tennis, competition cheer, cross country, weightlifting, beach volleyball	6%
Assistant Coach *(same sports as above)*	4%
Head Coach, Boys/Girls – golf, swimming, tennis, cross country	10%
To be paid this supplement a coach must have a minimum of five (5) boys and five (5) girls participating on each team	
Band Director	16%
Assistant Band Director	9%
Choir Director	8%
Sideline Cheer Coach	7%
Assistant Sideline Cheer Coach	6%
Drama Coach	4%
Department Heads with administrative planning period	4%
Department Heads without administrative planning period	6%

SENIOR HIGH SCHOOL continued **PERCENT**

Annual Sponsor 4%
Academic Team Coach *(one per school)* 3%
Newspaper Sponsor.....4%

MIDDLE SCHOOL **PERCENT**

Middle School Athletic Director.....7%
Middle School Intramural Coach 7%
Head Coach – basketball, football, soccer, softball, track, volleyball, wrestling 7%
Head Coach – tennis, cross country.....5%
Head Coach, Boys/Girls – tennis, cross country.....7%
To be paid this supplement a coach must have a minimum of five (5) boys and girls participating on each team.
Assistant Coaches 5%
Band Director.....11%
Choir Director.....6%
Cheerleader Coach.....6%
Team Leader/Grade Group Chair.....6%
Academic Team Coach *(one per school)* 3%

ELEMENTARY SCHOOL

Elementary Intramural Coach.....6%
Grade Group Chair/Team Leader.....6%

MISCELLANEOUS

Resource Teacher.....6%
Title I School-Wide Plan Coordinator 6%
School Psychologist.....10%
School Social Worker.....6%
Bus Duty with additional planning period.....2%
Bus Duty without additional planning period.....3%
Teachers at St. Andrew Academy, Margaret K. Lewis School in Millville, Surfside Academy, Rosenwald High School & DJJ 5%
School Improvement Team Member 3%
Peer Teacher *(with a maximum of 4 teachers to each Peer Teacher)* 6%
Teacher serving as: District History Fair Coordinator 6-12, District Middle School Science Fair Coordinator, District High School Science Fair Coordinator.....5%
Club Sponsor 3%
*Teacher with one (1) additional period of teaching/full year 15%
*Teacher with one (1) additional period of teaching/semester 7.5%
*Teacher on Block Schedule with one (1) additional period of teaching/Full year 20%
*Teacher on Block Schedule with one (1) additional period of teaching/Semester.....10%

Tom P. Haney Technical College Only:

*Teacher with sixty (60) additional minutes of student contact time per day for the full year at Haney only 15%
*Teacher with sixty (60) additional minutes of student contact time per day for one semester at Haney only 7.5%
Industry Certification Lead Teacher – Haney.....20%

**Teachers must be certified for the course they are selected to teach. Positions will be advertised as specified in Article X (10.2) of the contract.*

Professional Development Certification Program (PDCP) Mentor Teacher (with a maximum of two teachers to mentor each semester)

1st Mentee:.....1 semester 1.5%, 2 semesters 3%
2nd Mentee: .....1 semester 1.5%, 2 semesters 3%

Temporary Internship Certification Mentor Teacher (with a maximum of two teachers to mentor each semester)

1st Mentee:.....1 semester 1.5%, 2 semesters 3%
2nd Mentee: .....1 semester 1.5%, 2 semesters 3%

In accordance with Florida State Statute 1012.22, all individuals hired after July 1, 2011, with an advanced degree in the individual's area of certification will receive payment as indicated on the Placement Schedule for applicable degree as a supplement as this amount will not be included in the individual's base salary.

CONSULTANT FEES FOR INSTRUCTIONAL STAFF EMPLOYEES

$100.00	per day for individuals without degrees but certified in specific areas of expertise (CPR, First Aid, etc.)
$150.00	per day of presentations for consultants with degrees and expertise/training in the area(s) of presentation for services which do not occur within the normal 196 days of contracted services.
$250.00	per day of presentation for workshops lasting five or more days having ten or more participants. Consultants must have a degree and expertise/training in the areas of presentation for services which do not occur within the normal 196 days of contracted services.
$ 55.00	planning fee may be paid for each day of presentation.

INFORMATIONAL NOTES:

PART-TIME HOURLY RATE: Teachers employed less than 7 ½ hours per day during the regular school year and teachers employed on additional contracts or for curriculum development projects or special training/staff development projects shall be paid an hourly rate in accordance with their position on the Placement Schedule.

Instructional Personnel Compensation: In accordance with State Statute, beginning July 1, 2014 all instructional personnel must receive an Effective or Highly Effective performance evaluation rating in order to qualify for a salary increase. Such salary increases are not automatic and they are not necessarily a movement from one level on the Placement Schedule to another. Any salary increase will be determined through negotiation and will conform to all applicable Florida Statutes.

BA/BS	is equivalent to a bachelor's degree earned at a standard institution of higher learning.
MA/MS	is equivalent to a master's degree earned at a standard institution of higher learning.
6th YR	is equivalent to a Specialist Ed. Degree from a standard institution of higher learning. Those who have completed the course requirements for planned doctoral program and have been approved for their dissertation will be paid at this level.
DOCTORAL	is equivalent to a Doctorate Degree earned at a standard institution of higher learning.

2026-2027 DIFFERENTIATED PAY FOR INSTRUCTIONAL STAFF

APPENDIX E – ABCE MASTER CONTRACT

High Demand Teacher Certification Areas:

ESE K-12
English 6-12
Mathematics 6-12
M/G General Science 5-9
Prekindergarten/Primary Education (age 3 through grade 3)

High Demand Teacher Academic Endorsement Areas:

- None for 26 - 27

High Demand Teacher Certification Areas are determined by reviewing data from FTE Survey 2 and 3, including Out-of-Field teachers and course vacancies. This, together with the vacancies for the upcoming school year, identify the areas not filled by certified teachers in the appropriate field.

Instructional Supplements Paid for Additional Responsibilities

Athletics – Coaching Positions
Extracurricular Sponsors – Band, Drama, Choir, etc.
Department Heads
Grade Group Chair
Team Leader
Academic Team Coach
School Improvement Team Member
Resource Teachers

Level of Job Performance Difficulties

Teachers at "center" schools with high risk of personal injury due to students with a history of aggressive behavior will be paid a supplement: St. Andrew Academy, Margaret K. Lewis School in Millville, Surfside Academy, Rosenwald High School and DJJ.

Appendix F – ABCE Master Contract
Concerning "Educational Emergency" Provisions of "D" or "F" Schools

The BDSB and the ABCE acknowledge schools that have been rated by the state as a "D" or an "F" must take necessary steps to improve student achievement in order to move the district out of Educational Emergency Status.

To comply with the requirement that an Educational Emergency exists in Bay District Schools when one or more schools receive a school grade of D or F, the Board and ABCE agree to the following for teachers at schools rated with a first-year school grade of D (Comprehensive Support and Improvement Tier 1 SI Schools):

- The District and/or External Partner/Operator has the freedom to structure the length of the school day for students and teachers in order to implement new strategies and curriculum to address student learning. This may include extending the instructional load up to 360 minutes per day.

- Upon initial appointment of a new principal, he/she shall have discretion to renew contracts or initiate transfers for any and all instructional positions. Those instructional staff members who are continuing contract teachers or who may have been renewed by the previous principal prior to school grades being released will be employed within the district.

- The District and/or External Partner/Operator may recruit and hire qualified teachers who meet certification requirements. Vacancies that occur shall be advertised in accordance with the contract but may be filled after forty-eight hours (2 workdays), if an available, certified and qualified applicant is available.

- The principal has the authority to select qualified instructional applicants or to refuse the placement or transfer of instructional personnel. The school average of teachers with a state VAM must at least mirror the district's state VAM average or may exceed HE/E percentages. For those without a state VAM, principals shall hire teachers who received an overall evaluation rating of HE or E in the most recent year available, if such data exists.

- Once a teacher signs a contract at a school rated D, he/she shall adhere to the assignment for the duration of that contract year. He/she may not apply, interview, or accept an instructional position within the Bay District Schools for that contracted school year without the principal's permission. After a year of service, a teacher wishing to transfer at the end of the year may apply for any position.

- If at any time, the principal decides the teacher is not to be retained, the teacher, unless they are in probationary status, will be transferred to another position within the district. The Executive Director of HR will work with the teacher to determine the most appropriate placement and every effort will be made to place the teacher in a position for which he or she is certified.

- In the case of an External Operator (E.O.), instructional staff evaluated by the E.O. will use the Bay District Schools evaluation system, unless otherwise directed by D.O.E.

- Teachers shall adhere to the District and/or External Partner/Operator's curricular/instructional expectations including but not limited to:

- following district curriculum and district pacing guides, district lesson planning protocols (unless otherwise directed by an External Partner/Operator).

- devoting reasonable time to additional professional development and preparatory time required to achieve and maintain high-quality education. This shall not exceed 9 hours per nine weeks, and shall be approved by the district office. Teachers will also be afforded regular preparatory time during their workday as defined by the ABCE contract. Such preparatory time may include common planning periods. Teachers shall be paid in accordance with the contract for weekend and/or summer PD.

- participating in academic coaching and improvement cycles including the use of electronic recording devices for the sole purposes of professional development. Teachers shall be given 24 hours' notice prior to the use of the electronic device and each individual teacher shall not be recorded more than three times per nine-week grading period, unless the teacher requests additional recordings.

- participating in announced and unannounced walkthroughs using data collection forms which may be used in teacher evaluations (appropriate and timely written feedback will be provided to teachers);

Turnaround Years 1 and 2:

- The District and/or External Partner/Operator has the freedom to structure the length of the school day for students and teachers in order to implement new strategies and curriculum to address student learning. This may include extending the instructional load up to 360 minutes per day.

- Upon initial appointment of a new principal, he/she shall have discretion to renew contracts or initiate transfers for any and all instructional positions. Those instructional staff members who are continuing contract teachers or who may have been renewed by the previous principal prior to school grades being released will be employed within the district,

- The District and/or External Partner/Operator may recruit and hire qualified teachers who meet certification requirements. Vacancies that occur shall be advertised in accordance with the contract, but may be filled after forty-eight hours (2 workdays), if an available, certified and qualified applicant is available.

- The principal has the authority to select qualified instructional applicants or to refuse the placement or transfer of instructional personnel. The school average of teachers with a state VAM must at least mirror the district's state VAM average or may exceed HE/E percentages. For those without a state VAM, principals shall hire teachers who received an overall evaluation rating of HE or E in the most recent year available, if such data exists.

- Once a teacher signs a contract at a school rated D or F, he/she shall adhere to the assignment for the duration of that contract year. He/she may not apply, interview, or accept an instructional position within the Bay District Schools for that contracted school year without the principal's permission. After a year of service, a teacher wishing to transfer at the end of the year may apply for any position.

- If at any time, the principal decides the teacher is not to be retained, the teacher, unless they are in probationary status, will be transferred to another position within the district. The Executive Director of HR will work with the teacher to determine the most appropriate placement and every effort will be made to place the teacher in a position for which he or she is certified.

- In the case of an External Operator (E.O.), instructional staff evaluated by the E.O. will use the Bay District Schools evaluation system, unless otherwise directed by D.O.E.

- Teachers shall adhere to the District and/or External Partner/Operator's curricular/instructional expectations including but not limited to:

- following district curriculum and district pacing guides, district lesson planning protocols (unless otherwise directed by an External Partner/Operator);

- devoting reasonable time to additional professional development and preparatory time required to achieve and maintain high-quality education, this shall not exceed 32 hours per nine weeks, and shall be approved by the district office. Teachers will also be afforded regular preparatory time during their workday as defined by the ABCE contract. Such preparatory time may include common planning periods. Teachers shall be paid in accordance with the contract for weekend and/or summer PD.

- participating in academic coaching and improvement cycles including the use of electronic recording devices for the sole purposes of professional development. Teachers shall be given 24 hours' notice prior to the use of the electronic device and each individual teacher shall not be recorded more than three times per nine-week grading period, unless the teacher requests additional recordings.

- participating in announced and unannounced walkthroughs using data collection forms which may be used in teacher evaluations (appropriate and timely written feedback will be provided to teachers);

- completing home visitations by teachers may be required but shall not be completed in isolation. An SRD, social worker, parent liaison, guidance counselor or administrator, must be in attendance with the teacher. Teachers shall receive training on home visitations before being required to perform such visitations. Instructional staff participating in home visits shall be offered compensatory time.

Recruitment/Retention Bonuses (for Schools in Comprehensive Support and Improvement Tier 1 SI Schools or District Managed Turnaround Status):

- The total amount of the bonuses will not exceed $500,000.00 annually. This amount does not include Turnaround Years 3 or more.

- Teachers selected to work at these schools shall receive a bonus of up to $5,000.00. Beginning in the 2019-2020 school year, teachers at schools rated with a first-year school grade of D, Comprehensive Support and Improvement Tier 1 SI Schools, shall receive a one-half share of the bonus paid to teachers at a District Managed Turnaround School. The full amount of the bonus will be paid for teachers who work the full school year and those who work less than the full school year will receive a pro-rated amount. Payment of the bonus shall begin with the second paycheck after the FTE mini count.

- If the school grade increases to "C" or better, and at the recommendation of the Superintendent and the approval of the Board, a one-half share bonus will be given to returning instructional staff and newly recruited instructional staff. Bonus payments will begin within two pay periods of the release and finalization of school grades and pro-rated accordingly for late hires.

- For the purpose of the recruitment/retention bonus, the term "teacher" is defined as all personnel paid on the Instructional Salary Schedule.

Recruitment/Retention Bonuses (Turnaround Years 3 or more):

- Teachers selected to work at a school in Year 3 of Turnaround will receive a uniform turnaround bonus of an amount to be negotiated between the District, ABCE and the External Partner/Operator, but will not be less than $5,000.00. The full amount of the bonus will be paid for teachers who work the full school year and those who work less than the full school year will receive a pro-rated amount. Payment of the bonus shall begin with the second paycheck after the FTE mini count.
- When the school grade increases to "C" or better, the school exits Turnaround Status. At the recommendation of the Superintendent and the approval of the Board, a turnaround bonus may be negotiated between the District and the External Partner/Operator for the year following the D or F school grade rating. This applies to returning instructional staff and newly recruited instructional staff. Bonus payments will begin within two pay periods of the release and finalization of school grades and pro-rated accordingly for late hires.

No teacher shall be involuntarily transferred to a school under the provisions of Educational Emergency.

All teachers who are hired under the provisions of this memorandum shall be given a contract outlining their duties and potential bonuses. Duties and bonuses shall be consistent with this MOU. The teacher and hiring administrator must sign this document upon hiring for the teacher to remain at the location. ABCE will receive a copy of the agreement to be presented, as well as the opportunity to be present at any faculty meetings called to discuss the terms/specifications contained thereof.

After school grades are released each summer, the District and the Association shall meet to review the list of schools to whom this MOU applies and will discuss a plan to communicate the changes to the affected staff.

For the 2018-2019 school year, the bonus paid to teachers at Differentiated Accountability schools shall be calculated based on money that was previously allocated to schools under Appendix F which were closed due to Hurricane Michael. This money will be paid on the remaining checks for this school year. The calculation will be done based on active teachers on the day of ratification.

BEACON

Teachers employed as Beacon Center Course Facilitators that involve online mentoring will be paid for each assessment for which they have responded and provided feedback. The facilitator working in this capacity would be working outside of the contracted day, must be approved in advance by a project administrator, and would provide appropriate documentation. The funding for this payment would be provided exclusively from the Beacon Learning Center Enterprise Fund dba Beacon Educator. No funding from any other district funding source shall be used to fund this supplement. Assessments shall be paid per the following schedule.

Level 1 summative $2.00 each
Level 2 summative $7.00 each
Level 3 summative $12.00 each
Level 4 summative$14.00 each
Level 5 summative $17.00 each
Level 6 summative $34.00 each

BAY VIRTUAL SCHOOL

Teachers employed as Adjunct Online Instructors for Bay Virtual School that involves online student facilitation for grades 6-12 will be paid as identified according to the following schedule. The funding for this payment would be provided exclusively from the Virtual School budget.

Course Type	Payment Amount
AM	$140 per one half credit course per student for grades 6 through 8 based on successful completion with a passing grade.
BM	$150 per one half credit course per student for grades 6 through 8 based on successful completion with a passing grade.
CM	$160 per one half credit course per student for grades 6 through 8 based on successful completion with a passing grade.
DM	$170 per one half credit course per student for grades 6 through 8 based on successful completion with a passing grade.
AH	$140 per one half credit course per student for grades 9 through 12 based on credits earned.
BH	$150 per one half credit course per student for grades 9 through 12 based on credits earned.
CH	$160 per one half credit course per student for grades 9 through 12 based on credits earned.
DH	$170 per one half credit course per student for grades 9 through 12 based on credits earned.

EDUCATIONAL SUPPORT PERSONNEL

EDUCATIONAL SUPPORT PERSONNEL

A. All educational support employees are paid an hourly rate or salary according to the employee's paygrade and years' experience using Placement Schedule 3.

B. In determining eligibility for benefits, full-time employees are those who are employed a minimum of six (6) hours daily, five (5) days per week in permanently established positions. A temporary position is an employment position which will not exist beyond six (6) consecutive calendar months. A position which exists for any part of a month is considered to be in existence for the entire month. Substitute employees render temporary non-contractual service on an on-call basis.

C. All full-time educational support personnel employed for less than 52 weeks are entitled to insurance and the following holidays.

Monday, September 7, 2026	Friday, December 25, 2026
Wednesday, November 11, 2026	Friday, January 1, 2027
Thursday, November 26, 2026	Monday, January 18, 2027

Personnel employed for six (6) hours or more daily for 52 weeks are entitled to insurance, leave benefits and the following paid holidays:

Friday, July 3, 2026	Thursday, December 24, 2026
Monday, September 7, 2026	Friday, December 25, 2026
Wednesday, November 11, 2026	Friday, January 1, 2027
Thursday, November 26, 2026	Monday, January 18, 2027
Friday, November 27, 2026	Monday, May 31, 2027

D. As part of a cost saving measure to conserve energy, all facilities will be closed, and all twelve-month employees will be off for four weeks. The four weeks are:

June 29, 2026 – July 3, 2026
December 21, 2026 – January 1, 2027
March 15, 2027 – March 19, 2027

July 5, 2027 – July 9, 2027 (FY 2027-2028)

E. All personnel on a 12-month basis shall be entitled to annual leave cumulative to no more than 480 hours at the end of any fiscal year. The annual leave allowance shall be:

4 hours monthly	0-4 year employees
6 hours monthly	5-9 year employees
8 hours monthly	10-14 year employees
10 hours monthly	15 years and up employees

**These hours are based on an 8-hour scheduled workday; therefore, 12-month employees who work less than 8 hours would receive a pro-rated amount.*

F. Each employee employed on a full-time basis shall be entitled to one day of sick leave for each month of employment. Such sick leave shall be cumulative from year to year, and there shall be no limit on the number of days of sick leave an employee may accrue.

G. All part-time educational support employees are entitled to the following paid holidays:

Friday, December 25, 2026
Friday, January 1, 2027

H. Refer to the School Board Policies and the Bay Educational Support Personnel Association Master Contract for terms and conditions of employment related to educational support personnel.

I. Hours and duties are assigned by the administrator responsible for the employee's daily routine and payroll.

J. Insurance benefits for Educational Support are detailed in the Master Contract.

K. As of October 1, 2022, Support personnel will be paid at the hourly rate of $15.00 per hour for participation (outside of normal contract period) in workshops and/or training sessions. This rate has been established based upon Chapter 2022-156, Laws of Florida.

L. Employees do not receive an automatic step on a Placement Schedule for pay increase. Beginning July 1, 2014, all employees must receive an overall evaluation rating of "Highly Effective" or "Effective" in order to qualify for a salary increase. Such increases are not automatic but will be determined through negotiations.

M. **Voluntary Transfers: Salary Placement & Experience Credit**

1. **Within the Same Sub-category**
Current support employees who transfer within the same sub-category will have the option to either be re-placed with relevant, verified years of BDS experience on file (c) OR use the zero to zero option (a or b) that applies.

a. Movement to a HIGHER pay grade (zero to zero option):
A current support employee moving to another support position with a higher pay grade on Salary Placement Schedule 3, within the same sub-category, will have their current salary increased to an amount equal to the difference between the current pay grade and the new pay grade at the zero (0) level.

b. Movement to a LOWER pay grade (zero to zero option):

A current support employee moving to a lesser pay grade on Salary Placement Schedule 3, within the same sub-category, will have their current salary decreased by the amount equal to the difference between the current pay grade and the new pay grade at the zero (0) level.

c. Movement to a HIGHER or LOWER pay grade (re-placement option):

A current support employee moving to a higher or lesser pay grade on Salary Placement Schedule 3, within the same sub-category, will be placed using verified, relevant BDS and outside experience on file up to 25 years.

2. **Outside the Sub-category**
   A current support employee moving to another support position outside the current sub-category, with a higher or lesser pay grade within Salary Placement Schedule 3, will be re-placed with relevant, verified years of BDS and outside experience, up to twenty-five (25) years.

   Verification of Experience (VOE) forms must be received in Human Resources no later than twelve (12) months from the Start Date of the new position. Verified and relevant outside years of experience will be implemented no more than thirty (30) days from the date of approval.

2026-2027 Differentiated Pay for Educational Support Personnel

High Risk of Personal Injury

A. Full-time paraprofessionals (6 hours or more) or Licensed Practical Nurses at Margaret K. Lewis School in Millville, Surfside Academy, St. Andrew Academy and Rosenwald High School (schools with high risk of personal injury due to students with a history of aggressive behavior) will receive a supplement of $535.00 to be paid in two equal installments**.** Those paraprofessionals and Licensed Practical Nurses working less than full-time will receive a prorated supplement amount based on the number of hours they work per day at a qualifying site. The first installment will be paid the last check in December. The second installment will be paid in the final check of the school year.

B. Full-time bus paraprofessionals and school bus drivers who work more than half the year on routes to and/or from Margaret K. Lewis School in Millville, Surfside Academy, St. Andrew Academy, and/or Rosenwald High School will receive an annual supplement of $250 per year. To be eligible for this supplement, bus paraprofessionals and school bus drivers must not miss more than five (5) full or partial days of work annually and be employed at the end of the school year. This supplement will be paid in the final check of the school year.

Autism

Full-time Instructional Paraprofessional-Autism employees (6 hours or more) working in the District's specially designed classes for children with autism (excluding those at alternate/ESE center schools) will receive a supplement of $535 to be paid in two equal installments. Those Instructional Paraprofessional-Autism employees working less than full-time will receive a prorated supplement amount based on the number of hours they work per day in a specially designed class for autism. The first installment will be paid the last check in December. The second installment will be paid in the final check of the school year.

2026-2027 CLASSIFICATION & PAYGRADES FOR EDUCATIONAL SUPPORT PERSONNEL

OFFICE/CLERICAL **PAYGRADE**

Office Technician *(school-based)* 102
Parent Liaison 102
Student Records Technician 102
Parent & Family Engagement Technician 103
Administrative Technician *(district-based)* 103
Background Check Specialist 103
Property Records Technician 103
Student Records Specialist 104
Office Specialist *(school-based)* 105

- Office Specialist – Guidance
- Office Specialist – School Testing

Parent & Family Engagement Specialist 105
Tele-Communication & Video Specialist 105
Student Data Technician 105
School Bookkeeper Technician 105
Property Records Specialist 105
Work Control Specialist 105
Administrative Specialist *(district-based)* 106
Instructional Technology Specialist: Media Services 106
School Bookkeeper Specialist 106
Student Data Specialist 106
Finance Specialist 107
Benefits Specialist 107
Payroll Specialist I 107
Testing Center Specialist - Haney 107
Transportation Systems Specialist 107
Payroll Specialist II 108

STUDENT SUPPORT

Aide, Community Services 101
Support Paraprofessional 101
Activity Leader 102
Language Assistant 102
Instructional Paraprofessional *(Media, PE, Title I, ISS, VPK, Summer)* 103

- ESE, Autism 104
- Select School *(Margaret K. Lewis School, Surfside Academy, St. Andrew Academy, Rosenwald High School)* 105

Behavior Paraprofessional *(Behavior Para-ISS)* 104
ESOL Instructional Paraprofessional 104
Job Coach-ESE 105
Registered Behavior Technician 106
Licensed Practical Nurse (LPN) 107
Voluntary Pre-Kindergarten Associate 108

OPERATIONS

Custodian 101
School Bus Paraprofessional 101
Courier 102
Maintenance Technician I 102
Stadium Maintenance Technician 102
Transportation Operations Dispatcher 102
Transportation Van Driver 102
Maintenance Technician II 103
Transportation Specialist 103
Warehouse Technician 103
Head Custodian 104
Warehouse Specialist 104
Maintenance Warehouse Technician 104
Painter 104
Equipment Operator 106
Equipment Mechanic 106
Facilities Operations Specialist 106
Maintenance Technician III 106
Mechanic 106
School Bus Driver 106
Service Attendant 106
Service Dispatcher 106
Automotive Mechanic (Maintenance) 108
Brick/Block Mason 108
Carpenter 108
Locksmith 108
Plumber 108
Boilerman 108
Vehicle Electronic Technician 108
Kitchen Equipment Technician 109
Treatment Plant Operator/Exterminator 109
Warehouse Material Controller 109
Certified Mechanic 110
Electrician 110
HVAC Refrigeration Mechanic 110
HVAC Controls Mechanic 110
Welding/Sheet metal Mechanic 110

OTHER

Student Helper ..... Minimum Wage

NOTE:

Temporary help will be paid at the “0” experience level on the lowest level pay grade for the classification for which they are hired.

Support Placement Schedule

shown as hourly rate
Effective Date: July 1, 2026
Implemented:

	Years of Experience				
Pay Grade	**0-5**	**6-10**	**11-15**	**16-20**	**21-25**
3-101	$15.00	$16.00	$17.00	$18.00	$19.00
3-102	$15.60	$16.60	$17.60	$18.60	$19.60
3-103	$16.20	$17.20	$18.20	$19.20	$20.20
3-104	$16.80	$17.80	$18.80	$19.80	$20.80
3-105	$17.40	$18.40	$19.40	$20.40	$21.40
3-106	$18.00	$19.00	$20.00	$21.00	$22.00
3-107	$18.60	$19.60	$20.60	$21.60	$22.60
3-108	$19.20	$20.20	$21.20	$22.20	$23.20
3-109	$19.80	$20.80	$21.80	$22.80	$23.80
3-110	$20.40	$21.40	$22.40	$23.40	$24.40
3-111	$21.00	$22.00	$23.00	$24.00	$25.00
3-112	$21.60	$22.60	$23.60	$24.60	$25.60

Advertised salaries will be based on the average number of contract days for each position.

Full-time, twelve-month employees will have the hourly rate converted to an annual salary. The salary will be determined by multiplying the hours per day times the number of contract days for the current fiscal year.

For renewed salaried employees, the hourly rate may change from year to year based on dividing the annual salary by the number of contract days in the current employee calendar.

NON-BARGAINING

ADMINISTRATIVE – Non-Bargaining Placement Schedule

CONFIDENTIAL – Salary Placement Schedule 4

LICENSED – Salary Placement Schedule 5 & Non-Bargaining

SAFETY & SECURITY OFFICERS – Salary Placement Schedule 6

Note: *The Non-Bargaining section includes several Placement Schedules. The Paygrade will notate which schedule to reference.*

Non-Bargaining Placement Schedule

***shown as hourly rate** **Effective: July 1, 2026 (Implemented:)**

	Years of Experience				
Pay Grade	**0-5**	**6-10**	**11-15**	**16-20**	**21-25**
NB206	17.50	18.50	19.50	20.50	21.50
NB207	18.55	19.55	20.55	21.55	22.55
NB208	19.66	20.66	21.66	22.66	23.66
NB209	20.84	21.84	22.84	23.84	24.84
NB210	22.09	23.09	24.09	25.09	26.09
NB211	23.42	24.42	25.42	26.42	27.42
NB212	24.71	25.71	26.71	27.71	28.71
NB213	26.07	27.07	28.07	29.07	30.07
NB214	27.50	28.50	29.50	30.50	31.50
NB215	29.01	30.01	31.01	32.01	33.01
NB216	30.61	31.61	32.61	33.61	34.61
NB217	32.14	33.14	34.14	35.14	36.14
NB218	33.74	34.74	35.74	36.74	37.74
NB219	35.43	36.43	37.43	38.43	39.43
NB220	37.20	38.20	39.20	40.20	41.20
NB221	39.06	40.06	41.06	42.06	43.06
NB222	40.82	41.82	42.82	43.82	44.82
NB223	42.66	43.66	44.66	45.66	46.66
NB224	44.58	45.58	46.58	47.58	48.58
NB225	46.58	47.58	48.58	49.58	50.58
NB226	48.68	49.68	50.68	51.68	52.68
NB227	50.63	51.63	52.63	53.63	54.63
NB228	52.65	53.65	54.65	55.65	56.65
NB229	54.76	55.76	56.76	57.76	58.76
NB230	56.95	57.95	58.95	59.95	60.95
NB231	59.23	60.23	61.23	62.23	63.23

Advertised salaries will be based on the average number of contract days for each position.

Full-time, twelve-month employees will have the hourly rate converted to an annual salary. The salary will be determined by multiplying the hours per day times the number of contract days for the current fiscal year.

For renewed salaried employees, the hourly rate may change from year to year based on dividing the annual salary by the number of contract days in the current employee calendar

ADMINISTRATIVE PERSONNEL

ADMINISTRATIVE PERSONNEL

A. All full-time Administrative employees employed for 12 months will be paid an annual salary commensurate with experience, classification and paygrade, using the Non-bargaining Placement Schedule.

B. All full-time Administrative employees employed for 12 months receive the following paid holidays:

Friday, July 3, 2026	Thursday, December 24, 2026
Monday, September 7, 2026	Friday, December 25, 2026
Wednesday, November 11, 2026	Friday, January 1, 2027
Thursday, November 26, 2026	Monday, January 18, 2027
Friday, November 27, 2026	Monday, May 31, 2027

C. All personnel employed on a 12-month basis shall be entitled to annual leave cumulative to no more than 480 hours at the end of any fiscal year. The annual leave allowance shall be:

4 hours monthly	0-4 year employees
6 hours monthly	5-9 year employees
8 hours monthly	10-14 year employees
10 hours monthly	15 years and up employees

Each employee employed on a full-time basis shall be entitled to one day of sick leave for each month of employment. Such sick leave shall be cumulative from year to year, and there shall be no limit on the number of days of sick leave an employee may accrue.

D. As part of a cost saving measure to conserve energy, all facilities will be closed, and all twelve-month employees will be off for four weeks. The four weeks are:

June 29, 2026 – July 3, 2026
December 21, 2026 – January 1, 2027
March 15, 2027 – March 19, 2027

July 5, 2027 – July 9, 2027 (FY 2027-2028)

E. Administrative Certificated employees holding a Specialist degree will be paid a supplement of $1,382. Those certificated employees holding a Doctorate degree will be paid a supplement of $2,764.

F. The Board shall provide Administrative Personnel with basic comprehensive, hospital-medical-obstetrical, major medical and group life insurance protection for a twelve (12) month period. The employee shall be responsible for paying the remaining amount for coverage above the Board contribution amount established. Plans for additional coverage are available to the employee at their expense.

G. In special circumstances and with the approval of the School Board, the Superintendent may appoint additional members to the Board's collective bargaining team.

H. Interim or Acting Administrators will be paid at the appropriate paygrade.

I. 10-month Administrative Personnel
   1. Employed 196 days annually
   2. Paid monthly in 11 equal payments

J. Employees do not receive an automatic step on a Placement Schedule for pay increases.

K. Administrative salary increases will be recommended by the Superintendent of Schools and approved by the School Board. Pay increases will only be given to administrators receiving an evaluation of Highly Effective or Effective.

L. Principals and Assistant Principals are employed for 12 months.

EXPERIENCE & PLACEMENT - ADMINISTRATIVE PERSONNEL

A. Experience
   1. Verification of Experience (VOE) forms must be received in Human Resources no later than twelve (12) months from the Start Date of the new position. Verified and relevant outside years of experience will be implemented no more than thirty (30) days from the date of approval.

   2. Relevant and verified experience in an administrative position and credit of previous experience in a position with similar responsibilities will count towards salary computation on the Administrative Placement Schedule (Non-bargaining Placement Schedule).

      - Beginning March 11, 2026, 50% of verified teacher years may be applied to placement for certificated administrative positions. Current employees may be placed with the teaching years previously verified by Human Resources.

      - Experience as an acting administrator will count toward computing administrative experience.

      - Experience as a 10-month Administrator will be counted as years of administrative experience for pay purposes.

      - A new 12-month supervisory administrator moving from another Salary Placement Schedule may be granted up to 15 years of verified and relevant, non-administrative experience in Bay District Schools.

   3. Administrative personnel may be granted up to the maximum number of years allowed on the Non-bargaining Placement Schedule. These years of experience must be approved by the Human Resources Department as relevant and verified and recommended by the Superintendent.

B. Placement - **NEW Administrative Personnel**

The Non-bargaining Placement Schedule will be used to determine an Administrative employee's beginning salary for the following situations:

- An administrator being hired from outside the District
- A current employee that is being paid from another Salary Placement Schedule
  - A current employee, transferring to an administrative position with a higher paygrade, will not receive a decrease in their current salary, which may include verified, relevant advanced degree and/or leadership supplements (excludes MOU for CS&I)

C. Placement - **ADMINISTRATIVE TRANSFERS**

1. A current administrator moving to a higher pay grade on the Non-bargaining Placement Schedule will have their current salary increased an amount equal to the difference between the current pay grade and the new pay grade at the zero (0) level~~.~~ OR will be placed using verified and relevant experience at the new pay grade, whichever will benefit the employee.

   A current administrative employee, transferring to an administrative position with a higher paygrade, will not receive a decrease in their current salary.

2. A current administrator moving to a lesser pay grade on the Non-bargaining Placement Schedule will either have their current salary decreased by the amount equal to the difference between the current pay grade and the new pay grade at the zero (0) level **OR** will be placed using related experience at the new pay grade, whichever will benefit the employee.

D. The Superintendent may adjust the salary placement for a new or transferring administrator with Board notification.

E. **Historical reference** - Placement Schedule 2 is obsolete as of 1/28/26:
The new Placement Schedule 2 will be used for all administrators paid from Schedule 2 and hired July 1, 2017 or after. Administrators hired before 7/1/2017, will not be affected by the new schedule. A current 12-month administrator, who previously moved to another 12-month administrative position and was placed at a lesser pay grade on Placement Schedule 2 per the placement language approved on July 1, 2017, which would have benefitted from the new language that calculates the difference between the current pay grade and the new pay grade at the zero (0) level will be recalculated and adjusted upon Board approval.

2026-2027 CLASSIFICATION & PAYGRADES
ADMINISTRATIVE PERSONNEL

(See Non-Bargaining Placement Schedule)

CERTIFICATED ADMINISTRATIVE/SUPERVISORY PERSONNEL	PAYGRADE
Deputy Superintendent	NB230
Deputy Superintendent – Operations	
Deputy Superintendent – Teaching & Learning	
Executive Director	NB227
Executive Director of Exceptional Student Education & Student Services	
Executive Director of Human Resources & Employee Support Services	
Director	
Director of Elementary Instructional Services	NB225
Director of ESE & Pre-kindergarten Services	NB225
Director of Federal Programs	NB225
Director of School Safety	NB225
Director of Secondary & Adult Instructional Services	NB225
Director of Student Services	NB225
Director of Student Wellness Programs	NB225
Director of Athletics & Extracurricular Activities	NB224
Supervisor	NB222
Supervisor of Career & Technical Education	
Supervisor of Educator Quality	
Supervisor of Instructional Technology & Media Services	
Supervisor of Student Wellness Programs	
Supervisor of Title I	
Coordinator	
Coordinator of Bay BASE	NB221
Coordinator of Assessment & Accountability	NB220
Coordinator of Exceptional Student Education	NB220
Coordinator of English Language Learner Programs	NB220
Coordinator of Virtual School Programs	NB220
Title IX Coordinator	NB220
VPK & ESE Pre-K Coordinator	NB220
Human Resources Compliance Administrator	NB219
Instructional Specialist (10-month)	NB219
Academic Program Specialist (10-month)	NB219
Alternate Certification Program Specialist (10-month)	NB219
Administrator on Special Assignment	TBD*

**TBD – To Be Determined*

NON-CERTIFICATED ADMINISTRATIVE/SUPERVISORY PERSONNEL PAYGRADE

Deputy Superintendent NB230
- Deputy Superintendent – Business & Finance
- Deputy Superintendent – Facilities & Maintenance

Executive Director NB227
- Executive Director, Beacon Learning Center
- Executive Director of Management Information Services

General Manager of Purchasing, Contracting and Materials Management NB226

Director
- Director of Budget & Finance NB226
- Director of Food Service NB225
- Director of Transportation NB225
- Director of Communications NB224
- Director of Maintenance NB224

Insurance & Risk Manager NB225
Senior Manager – Development NB223
Senior Manager – Infrastructure NB223
Senior Manager – Security NB223
Senior Project Manager – Facilities NB223
Payroll Officer NB223
District Police Chief NB222
Accounting Supervisor NB220
Beacon Project Administrator NB219
Budget Officer NB218
Fleet Manager (Transportation) NB218
Purchasing Agent NB218
Senior Accountant NB218
Maintenance Operations Supervisor NB217
Carpenter Shop Supervisor NB216
HVAC Shop Supervisor NB216
Plumbing/Heating Shop Supervisor NB216
Electrical Shop Supervisor NB216
Internal Accounts Auditor NB216
Assistant Payroll Officer NB216
Stadium Manager NB215
District Assistant Police Chief NB214
Assistant Stadium Manager NB213
Project Manager Audio/Visual ITV: Media Services NB212
Property Records Manager NB212
Route Manager NB211
Bay BASE Site Manager NB208

NOTE: *Temporary help will be paid at the "0" experience level on the lowest level paygrade for the classification for which they are hired.*

2026-2027 CLASSIFICATION & PAYGRADES
ADMINISTRATIVE PERSONNEL

(See Non-Bargaining Placement Schedule)

SCHOOL-BASED CERTIFICATED PERSONNEL	PAYGRADE
Principal - High Schools, Deane Bozeman School, Rosenwald High School & Margaret K. Lewis School in Millville	NB226
Director of Tom P. Haney Technical College	NB226
Principal - Middle Schools, Tyndall Academy & Breakfast Point Academy	NB224
Principal - Elementary Schools	NB223
Assistant Principal - High Schools, Deane Bozeman School, Rosenwald High School, Rutherford High School & Margaret K. Lewis School in Millville	NB222
Assistant Director, Tom P. Haney Technical College-Academic Affairs	NB222
Assistant Director, Tom P. Haney Technical College-Community Relations & Recruitment	NB222
Assistant Director, Tom P. Haney Technical College-Grants, Compliance & Operational Services	NB222
Assistant Director, Tom P. Haney Technical College-Student Services & Financial Aid	NB222
Assistant Principal - Middle Schools, Breakfast Point Academy, Tyndall Academy	NB221
Assistant Principal - Elementary Schools	NB220
Head Football Coach	NB220
Dean (10-month)	NB219
Administrator on Special Assignment	TBD*
Turnaround Principal – Lateral Transfer	TBD*

**TBD – To Be Determined*

NOTE:

Temporary help will be paid at the “0” experience level on the lowest level paygrade for the classification for which they are hired.

2026-2027 CLASSIFICATION & PAYGRADES
ADMINISTRATIVE PERSONNEL

(See Non-Bargaining Placement Schedule)

NON-SUPERVISORY & TECHNICAL ADMINISTRATIVE PERSONNEL PAYGRADE

Coordinator

Career & Technical Education Coordinator..... NB220
Coordinator of School Choice Options NB220
Coordinator of Student Placement Options NB220
School Safety Coordinator.....NB220
Threat Management Coordinator NB220
Coordinator of Strategic Planning & Marketing NB218

Senior Programmer Analyst NB220
Project Manager - Facilities..... NB219
Advanced Programmer Analyst..... NB219
Beacon Web Application Developer III NB219
Beacon Quality Assurance Analyst NB219
Student & Financial Services Administrator-Tom P. Haney Technical College..... NB218
Beacon Administrative Manager.....NB216
Beacon Online Curriculum Developer NB216
Budget Analyst..... NB216
Certification/Compliance HR Administrator NB216
Senior Network Administrator..... NB215
Programmer Analyst NB215
Beacon Web Application Developer II NB215
Capital Projects Contracts Manager.....NB215
Claims Investigator..... NB215
Food Service Program Administrator NB214
Employee Benefits Manager NB213
Advanced Network Administrator NB212
Assistant Purchasing Agent NB211
Beacon Web Application Developer I NB211
Data Specialist..... NB211
Application Administrator.....NB210
Network Administrator.....NB210
Associate Accountant.....NB209
Associate Accountant – Tom P. Haney NB209
Communications Specialist NB209
Beacon Information Technology Specialist.....NB209
Safety Officer/Trainer NB209

Part-time Employees

Fine Arts Operations Coordinator…….....NB215
(Position will always be paid at level zero in regard to experience.)
Live Events Technical Operations Coordinator…….. ……....NB215
(Position will always be paid at level zero in regard to experience.)

NOTE:

Temporary help will be paid at the “0” experience level on the lowest level paygrade for the classification for which they are hired.

SCHOOL-BASED ADMINISTRATIVE ALLOCATIONS

per Staffing Formula Board Approved 02/10/26

ELEMENTARY SCHOOLS

Student Membership	Principal	Assistant Principal or Dean	Dean	Admin. Assistant	Student Data Clerk
0 - 600	1	1	0	1	1
601 & up			1		

MIDDLE SCHOOLS

Student Membership	Principal	Assistant Principal	Dean	Admin. Assistant	Student Data Clerk
0 - 900	1	1	1	1	1
901 - 1400			2		
1401 - 1900			3		

HIGH SCHOOLS

Student Membership	Principal	Assistant Principal	Dean	Football Coach or Athletic Director	Admin. Assistant	Student Data Clerk
0 - 900	1	2	1	1	1	1
901 - 1400			2			
1401 - 1900			3			
1901 & up			4			

K-8 SCHOOLS

Student Membership	Principal	Assistant Principal	Dean	Admin. Assistant	Student Data Clerk
0 - 900	1	2	1	1	1
901 - 1400			2		
1401 - 1900			3		

K-12 SCHOOLS

Student Membership	Principal	Assistant Principal	Dean	Football Coach or Athletic Director	Admin. Assistant	Student Data Clerk
0 - 900	1	4	1	1	1	1
901 - 1400			2			
1401 - 1900			3			

6-12 SCHOOLS

Student Membership	Principal	Assistant Principal	Dean	Football Coach or Athletic Director	Admin. Assistant	Student Data Clerk
0 - 900	1	3	1	1	1	1
901 - 1400			2			
1401 - 1900			3			

ALTERNATIVE & CENTER SCHOOLS

School	Principal	Assistant Principal	Dean	Admin. Assistant	Student Data Clerk
Rosenwald High School	1	3	1	1	1
St. Andrew School	1	1	1	1	1
Margaret K. Lewis in Millville	1	1	1	1	1
Surfside Academy	0	0	1	0	0

TOM P. HANEY TECHNICAL COLLEGE * funded through Workforce

Student Membership	Director	Assistant Director	Admin. Assistant
ALL	1	4	1

2026-2027 DIFFERENTIATED PAY FOR ADMINISTRATORS

High Risk of Personal Injury

Principals, Assistant Principals and Deans at schools with high risk of personal injury due to students with a history of aggressive behavior will receive an annual supplement of $3,150 if they are assigned to: Margaret K. Lewis School in Millville, Surfside Academy, St. Andrew Academy, and Rosenwald High School.

Evaluation Rating

School-based instructional administrators' annual evaluation will include a student growth component. School-based instructional administrators are Principals, Assistant Principals, Deans and the Assistant Director and Director of Tom P. Haney Technical College.

Pay increases for administrative personnel will be based upon individuals' final evaluation ratings and will be differentiated between Highly Effective and Effective.

District Bargaining Team

An annual supplement shall be paid to those approved by the Board as designated negotiators as follows:

For negotiating a full year contract:	
Chairman	$2,000
Members (6)	$1,300
For negotiating a partial contract:	
Chairman	$1,500
Members (6)	$900

Shelter Manager

An annual supplement of $2,500 shall be paid to those administrators, up to six (6) district-wide, designated as overall Shelter Managers.

Shelter Managers are responsible for the overall running of schools designated as county emergency shelters. This responsibility involves year-round preparation and associated duties including, but not limited to:

1. Recruiting and training of shelter staff
2. Preparing the school site for dorms, mass feeding and special needs
3. Serving on the district's Shelter Leadership Team
4. Mobilizing as needed during an emergency

Workshops, Training and/or Special Curriculum Projects

As of October 1, 2022, 10-month administrators and Bay BASE Site Administrators will be paid at the hourly rate of $15.00 per hour for participation (outside of normal contract period) in workshops, training and/or special curriculum development projects.

DIFFERENTIATED PAY FOR BAY DISTRICT SCHOOL-BASED PRINCIPALS, ASSISTANT PRINCIPALS, AND/OR DEANS LEADING SCHOOLS THAT HAVE BEEN RATED BY THE FLDOE AS A "D" OR AN "F" AND ARE IN DIFFERENTIATED ACCOUNTABILITY OR ARE OPERATING IN TURNAROUND STATUS AS DEFINED BY THE FLDOE

- In order to better assist schools in Turnaround Status as defined by the Florida Department of Education, the Superintendent may assign a one-time supplement of up to $10,000.00 (paid throughout the school year) to principals and up to $5,000.00 (paid throughout the school year) to assistant principals and/or deans ***recommended by the Superintendent to transfer and lead schools in Turnaround Status***.

- Principals, assistant principals, and/or deans who ***previously transferred or are currently assigned to a school in Differentiated Accountability or Turnaround Status*** may be assigned a supplement by the Superintendent of up to $5,000.00 for the principal and up to $2,500.00 for the assistant principal and/or dean.

- When the school grade increases to "C" or better, the school exits **Differentiated Accountability** or Turnaround Status. ***At the recommendation of the Superintendent and the approval of the Board, a recruitment/retention bonus*** in the amount of up to $5,000.00 for the principal and up to $2,500.00 for the assistant principal and/or dean may be paid for the year following the D or F school grade rating.

School-based principals, assistant principals, and/or deans are only eligible to receive one (1) Turnaround Status supplement per year and eligibility will be evaluated on a yearly basis.

CONFIDENTIAL PERSONNEL

CONFIDENTIAL PERSONNEL

A. All Confidential employees are paid according to the employee's paygrade and years' experience using Placement Schedule 4.

B. In determining eligibility for benefits, full-time employees are those who are employed a minimum of six (6) hours daily, five (5) days per week in permanently established positions. A temporary position is an employment position which will not exist beyond six (6) consecutive calendar months. A position which exists for any part of a month is considered to be in existence for the entire month. Substitute employees render temporary non-contractual service on an on-call basis.

C. All full-time Confidential personnel employed for six (6) hours or more daily for 52 weeks are entitled to insurance, leave benefits and the following paid holidays:

Friday, July 3, 2026	Thursday, December 24, 2026
Monday, September 7, 2026	Friday, December 25, 2026
Wednesday, November 11, 2026	Friday, January 1, 2027
Thursday, November 26, 2026	Monday, January 18, 2027
Friday, November 27, 2026	Monday, May 31, 2027

D. As part of a cost saving measure to conserve energy, all facilities will be closed, and all twelve-month employees will be off for four weeks. The four weeks are:

June 29, 2026 – July 3, 2026
December 21, 2026 – January 1, 2027
March 15, 2027 – March 19, 2027

July 5, 2027 – July 9, 2027 (FY 2027-2028)

E. All personnel on a 12-month basis shall be entitled to annual leave cumulative to no more than 480 hours at the end of any fiscal year. The annual leave allowance shall be:

4 hours monthly	0-4 year employees
6 hours monthly	5-9 year employees
8 hours monthly	10-14 year employees
10 hours monthly	15 years and up employees

F. Each employee employed on a full-time basis shall be entitled to one day of sick leave for each month of employment. Such sick leave shall be cumulative from year to year, and there shall be no limit on the number of days of sick leave an employee may accrue.

G. Refer to the School Board Policies for terms and conditions of employment related to confidential personnel.

H. Hours and duties are assigned by the administrator responsible for the employee's daily routine and payroll.

I. The Board shall provide Confidential Personnel with basic comprehensive, hospital-medical-obstetrical, major medical and group life insurance protection for a twelve (12) month period. The employee shall be responsible for paying the remaining amount for coverage above the Board contribution amount established. Plans for additional coverage are available to the employee at their expense.

J. Employees do not receive an automatic step on a Placement Schedule for pay increase. Beginning July 1, 2014, all employees must receive an overall evaluation rating of "Effective" or "Highly Effective" in order to qualify for a salary increase.

K. Salary increases will be recommended by the Superintendent of Schools and approved by the School Board. Pay increases will only be given to Confidential Personnel receiving an evaluation of Highly Effective or Effective.

L. A current Confidential employee moving to a higher pay grade on Salary Placement Schedule 4 will have their current salary increased an amount equal to the difference between the current pay grade and the new pay grade at the zero (0) level.

A current Confidential employee moving to a lesser pay grade on Salary Placement Schedule 4 will either have their current salary decreased by the amount equal to the difference between the current pay grade and the new pay grade at the zero (0) level OR will be placed using related experience at the new pay grade, whichever will benefit the employee.

A current Confidential employee, who previously moved to another Confidential position and was placed at a lesser pay grade on Placement Schedule 4 per the placement language approved on April 28, 2020, which would have benefitted from the new language that calculates the difference between the current pay grade and the new pay grade at the zero (0) level will be recalculated and adjusted upon Board approval.

The Confidential Placement Schedule 4 will be used to determine an employee's beginning salary for the following situations:

- a Confidential position being hired from outside the District
- an employee that is currently being paid from another Salary Placement Schedule

Note: Confidential personnel may be granted up to the maximum number of years allowed on the pay schedule. These years of experience must be approved by the Human Resources Department as relevant and verified and recommended by the Superintendent.

Verification of Experience (VOE) forms must be received in Human Resources no later than twelve (12) months from the Start Date of the new position. Verified and relevant outside years of experience will be implemented no more than thirty (30) days from the date of approval.

M. Employees on Placement Schedule 4 are 12-month employees on annual contract.

N. As of October 1, 2022, Confidential personnel will be paid at the hourly rate of $15.00 per hour for participation (outside of normal contract period) in workshops and/or training sessions.

2026-2027 CLASSIFICATIONS & PAYGRADES
CONFIDENTIAL PERSONNEL

(Refer to Placement Schedule 4)

PAYGRADE

Executive Assistant to the Superintendent 4-114
Executive Assistant to the Deputy Superintendent 4-113
Executive Assistant 4-112
Administrative Assistant – Director 4-110
Administrative Assistant - General Manager 4-110
Administrative Assistant - School Board 4-110
Administrative Assistant - Supervisor 4-109
Administrative Assistant – High School *(Tom P. Haney, Deane Bozeman School, Rosenwald High School & Margaret K. Lewis in Millville)* 4-109
Administrative Assistant - Coordinator 4-108
Administrative Assistant – Elementary School 4-108
Administrative Assistant – Middle School *(Breakfast Point Aca., Tyndall Aca.)* 4-108
Safety & Security Operational Specialist 4-108
Human Resources Specialist 4-107
Food Service Specialist 4-107

NOTE:
Temporary help will be paid at the “0” experience level on the lowest level paygrade for the classification for which they are hired.

Salary Placement Schedule 4

***shown as hourly rate**
Effective: July 1, 2026
Implemented:

	Years of Experience				
Pay Grade	**0-5**	**6-10**	**11-15**	**16-20**	**21-25**
4-106	18.00	19.00	20.00	$21.00	$22.00
4-107	18.60	19.60	20.60	21.60	22.60
4-108	19.20	20.20	21.20	22.20	23.20
4-109	19.80	20.80	21.80	22.80	23.80
4-110	20.40	21.40	22.40	23.40	24.40
4-111	21.00	22.00	23.00	24.00	25.00
4-112	21.60	22.60	23.60	24.60	25.60
4-113	22.20	23.20	24.20	25.20	26.20
4-114	22.80	23.80	24.80	25.80	26.80

Advertised salaries will be based on the average number of contract days for each position.

Full-time, twelve-month employees will have the hourly rate converted to an annual salary. The salary will be determined by multiplying the hours per day times the number of contract days for the current fiscal year.

For renewed salaried employees, the hourly rate may change from year to year based on dividing the annual salary by the number of contract days in the current employee calendar

LICENSED PERSONNEL

LICENSED PERSONNEL

A. Licensed salaries are paid according to the highest level of training and approved experience using Placement Schedule 5.

B. In determining eligibility for benefits, full-time employees are those who are employed a minimum of six (6) hours daily, five (5) days per week in permanently established positions.

C. Full-time Licensed individuals receive the following paid holidays:

Monday, September 7, 2026	Friday, December 25, 2026
Wednesday, November 11, 2026	Friday, January 1, 2027
Thursday, November 26, 2026	Monday, January 18, 2027

D. The Board shall provide full-time Licensed Personnel with basic comprehensive, hospital-medical-obstetrical, major medical and group life insurance protection for a twelve (12) month period. The employee shall be responsible for paying the remaining amount for coverage above the Board contribution amount established. Plans for additional coverage are available to the employee at their expense.

E. Each employee employed on a full-time basis shall be entitled to one day of sick leave for each month of employment. Such sick leave shall be cumulative from year to year, and there shall be no limit on the number of days of sick leave an employee may accrue.

F. Salaried Licensed Personnel, employed for a ten (10) month period or one hundred ninety-six (196) days, will receive payments processed over a twenty (20) check payment cycle.

G. Positions for contract Salary Licensed Personnel will be established for eight (8) working hours per day. Positions that are less than eight (8) hours per day will be established using the Hourly Position Placement Schedule. Hourly positions may be established at varying hours per day based upon position requirements.

Educational Interpreter for Hearing Impaired are annual contract employees and are employed student days only.

All Licensed Personnel working six (6) or more hours a day shall be provided an unpaid, duty free meal period of no less than thirty (30) minutes.

H. As of October 1, 2022, Licensed personnel will be paid at the hourly rate of $15.00 per hour for participation (outside of normal contract period) in workshops and/or special curriculum development projects.

I. Employees do not receive an automatic step on a Placement Schedule for pay increase.

J. Salary increases will be recommended by the Superintendent of Schools and approved by the School Board. Pay increases will only be given to licensed personnel receiving an evaluation of Highly Effective or Effective.

K. Employees on Placement Schedule 5 are on annual contract.

L. A current licensed employee moving to a higher pay grade on Salary Placement Schedule 5 will have their current salary increased an amount equal to the difference between the current pay grade and the new pay grade at the zero (0) level.

A current licensed employee moving to a lesser pay grade on Salary Placement Schedule 5 will either have their current salary decreased by the amount equal to the difference between the current pay grade and the new pay grade at the zero (0) level OR will be placed using related experience at the new pay grade, whichever will benefit the employee.

A current licensed employee, who previously moved to another licensed position and was placed at a lesser pay grade on Placement Schedule 5 per the placement language approved on April 28, 2020, which would have benefitted from the new language that calculates the difference between the current pay grade and the new pay grade at the zero (0) level will be recalculated and adjusted upon Board approval.

The Licensed Placement Schedule 5 will be used to determine an employee's beginning salary for the following situations:

- a licensed position being hired from outside the District
- an employee that is currently being paid from another Salary Placement Schedule

Licensed personnel may be granted up to the maximum number of years allowed on the pay schedule. These years of experience must be approved by the Human Resources Department as relevant and verified and recommended by the Superintendent.

Verification of Experience (VOE) forms must be received in Human Resources no later than twelve (12) months from the Start Date of the new position. Verified and relevant outside years of experience will be implemented no more than thirty (30) days from the date of approval.

NOTES:

- A therapist designated as the Coordinating Therapist will receive a supplement of $2,895.
- A Licensed Mental Health Professional designated as the Lead LMHP will receive a supplement of $2,895.
- Educational Interpreter for the Hearing Impaired designated as the Coordinating Educational Interpreter will receive a supplement of $1,500.
- Temporary help will be paid at the "0" experience level on the lowest level paygrade for the classification for which they are hired.

2026-2027 CLASSIFICATION AND PAYGRADES
LICENSED PERSONNEL

(Refer to Placement Schedule 5 or Non-Bargaining)

LICENSED PERSONNEL	**PAYGRADE**
School Psychologist	7M
Speech Language Therapist/Masters	7M
Occupational Therapist	7
Occupational Therapist/Master's Degree	7M
Physical Therapist	7
Physical Therapist/Master's Degree	7M
Audiologist/Masters	7M
Behavior Analyst	7
Behavior Analyst/Master's Degree	7M
Supervisory Nurse	NB212
Supervisory Nurse of School Health Services	NB212
Registered Nurse	NB212
Physical Therapy Assistant	5
Certified Occupational Therapy Assistant	5
Speech-Language Pathologist Assistant (SLPA)	5
Social Worker/Master's Degree w/License in Florida	7
Licensed Mental Health Professional (LMHC, LMFT or LCSW)	7M

NON-LICENSED PERSONNEL	
Registered Mental Health Professional (MHC, MFT or RCSWI)	6
Registered Mental Health Counselor in Training (SBMH grant)	6
School Counselor in Training-Master's Level (SBMH grant)	6
Social Worker/Master's Degree w/MSW	6
Social Worker/Bachelor's Degree w/BSW	5
School Counselor in Training-Bachelor's Level (SBMH grant)	4
Student Supportive Care Manager	4

Educational Interpreter for Hearing Impaired

National Registry of Interpreters for the Deaf Certification, Educational Interpreter Performance Assessment (EIPA) Score of 4.0 or above	LH5
Educational Interpreter Evaluation, Quality Assurance (QA) III, or EIPA Score of 3.0 – 3.9	LH4
(QA) II, or EIPA Score of 2.5 – 2.9	LH3
(QA) I, or EIPA Score of 2.0 – 2.4	LH2
No Certification or Qualifying Credentials	LH1

Placement Schedule 5 Licensed Personnel Effective: July 1, 2022

Salaried Positions

PG	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
L01	27,061	27,061	27,061	27,061	27,061	27,172	27,180	27,275	27,751	28,470	29,190	29,889	30,606	31,325	32,025	32,743	33,462	34,161	34,881	35,600	36,298	37,017	37,736	38,437	39,154	39,163
L02	28,477	28,477	28,477	28,477	28,477	28,590	28,597	28,693	29,251	30,033	30,817	31,600	32,384	33,166	33,947	34,731	35,494	36,297	37,080	37,862	38,644	39,449	40,212	40,995	41,777	41,786
L03	32,266	32,266	32,266	32,266	32,266	32,378	32,386	32,479	33,061	33,843	34,603	35,387	36,169	36,975	37,757	38,520	39,302	40,083	40,888	41,672	42,434	43,216	43,997	44,802	45,584	45,597
L3B	35,493	35,493	35,493	35,493	35,493	35,616	35,625	35,727	36,367	37,227	38,063	38,926	39,786	40,673	41,533	42,372	43,232	44,091	44,977	45,839	46,677	47,538	48,397	49,282	50,142	50,157
L3M	37,993	37,993	37,993	37,993	37,993	38,116	38,125	38,227	38,867	39,727	40,563	41,426	42,286	43,173	44,033	44,872	45,732	46,591	47,477	48,339	49,177	50,038	50,897	51,782	52,642	52,657
L04	36,074	36,074	36,074	36,074	36,074	36,187	36,194	36,288	36,848	37,608	38,412	39,196	39,979	40,761	41,523	42,327	43,110	43,893	44,676	45,437	46,239	47,025	47,808	48,591	49,374	49,382
L4M	38,574	38,574	38,574	38,574	38,574	38,687	38,694	38,788	39,348	40,108	40,912	41,696	42,479	43,261	44,023	44,827	45,610	46,393	47,176	47,937	48,739	49,525	50,308	51,091	51,874	51,882
L05	39,861	39,861	39,861	39,861	39,861	39,972	39,981	40,075	40,634	41,416	42,201	42,984	43,788	44,548	45,332	46,114	46,899	47,700	48,463	49,246	50,029	50,812	51,614	52,398	53,160	53,170
L06	43,649	43,649	43,649	43,649	43,649	43,760	43,767	43,861	44,422	45,226	46,009	46,793	47,554	48,336	49,141	49,922	50,706	51,468	52,251	53,055	53,838	54,621	55,402	56,164	56,968	56,977
L07	59,728	59,728	59,728	59,728	59,728	59,840	59,848	59,944	60,375	61,052	61,709	62,406	63,085	63,784	64,480	65,177	65,896	66,638	67,359	68,098	68,860	69,601	70,361	71,122	71,905	71,916
L7M	62,228	62,228	62,228	62,228	62,228	62,340	62,348	62,444	62,875	63,552	64,209	64,906	65,585	66,284	66,980	67,677	68,396	69,138	69,859	70,598	71,360	72,101	72,861	73,622	74,405	74,416

Hourly Positions

PG	00-04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
LH1	17.2583	17.3291	17.3342	17.3948	17.6983	18.1569	18.6161	19.0619	19.5191	19.9777	20.4241	20.8820	21.3406	21.7864	22.2455	22.7041	23.1492	23.6078	24.0663	24.5134	24.9707	24.9764
LH2	18.1614	18.2334	18.2379	18.2991	18.6550	19.1537	19.6537	20.1531	20.6531	21.1518	21.6499	22.1499	22.6365	23.1486	23.6480	24.1467	24.6454	25.1588	25.6454	26.1448	26.6435	26.6492
LH3	20.5778	20.6492	20.6543	20.7136	21.0848	21.5835	22.0682	22.5682	23.0670	23.5810	24.0797	24.5663	25.0651	25.5631	26.0765	26.5765	27.0625	27.5612	28.0593	28.5727	29.0714	29.0797
LH3B (LN3)	22.6358	22.7143	22.7200	22.7851	23.1932	23.7417	24.2749	24.8253	25.3737	25.9394	26.4879	27.0230	27.5714	28.1193	28.6843	29.2341	29.7685	30.3176	30.8654	31.4298	31.9783	31.9879
LH3M (LNM)	24.2302	24.3087	24.3144	24.3795	24.7876	25.3361	25.8693	26.4196	26.9681	27.5338	28.0823	28.6173	29.1658	29.7136	30.2787	30.8284	31.3629	31.9120	32.4598	33.0242	33.5727	33.5823
LH4	23.0064	23.0784	23.0829	23.1429	23.5000	23.9847	24.4974	24.9974	25.4968	25.9955	26.4815	26.9943	27.4936	27.9930	28.4923	28.9777	29.4892	29.9904	30.4898	30.9892	31.4885	31.4936
LH4M (LP4)	24.6008	24.6728	24.6773	24.7372	25.0944	25.5791	26.0918	26.5918	27.0912	27.5899	28.0759	28.5886	29.0880	29.5874	30.0867	30.5721	31.0835	31.5848	32.0842	32.5835	33.0829	33.0880
LH5	25.4216	25.4923	25.4981	25.5580	25.9145	26.4133	26.9139	27.4133	27.9260	28.4107	28.9107	29.4094	29.9101	30.4209	30.9075	31.4069	31.9063	32.4056	32.9171	33.4171	33.9031	33.9094
LH6	27.8374	27.9082	27.9126	27.9726	28.3304	28.8431	29.3425	29.8425	30.3278	30.8265	31.3399	31.838	32.338	32.824	33.3233	33.8361	34.3355	34.8348	35.3329	35.8189	36.3316	36.3374
LH7	38.0918	38.1633	38.1684	38.2296	38.5045	38.9362	39.3552	39.7997	40.2328	40.6786	41.1224	41.567	42.0255	42.4987	42.9585	43.4298	43.9158	44.3884	44.8731	45.3584	45.8578	45.8648
LH7M (LP7)	39.6862	39.7577	39.7628	39.8240	40.0989	40.5306	40.9496	41.3941	41.8272	42.2730	42.7168	43.1614	43.6199	44.0931	44.5529	45.0242	45.5102	45.9828	46.4675	46.9528	47.4522	47.4592

SAFETY & SECURITY OFFICERS

SAFETY & SECURITY OFFICERS

A. Safety & Security salaries are paid using Placement Schedule 6.

B. In determining eligibility for benefits, full-time employees are those who are employed a minimum of six (6) hours daily, five (5) days per week in permanently established positions. A temporary position is an employment position which will not exist beyond six (6) consecutive calendar months. A position which exists for any part of a month is considered to be in existence for the entire month.

C. Full-time Safety & Security individuals employed for less than 52 weeks are entitled to insurance and the following paid holidays:

Monday, September 7, 2026	Friday, December 25, 2026
Wednesday, November 11, 2026	Friday, January 1, 2027
Thursday, November 26, 2026	Monday, January 18, 2027

Personnel employed for six (6) hours or more daily for 52 weeks are entitled to insurance, leave benefits and the following paid holidays:

Friday, July 3, 2026	Thursday, December 24, 2026
Monday, September 7, 2026	Friday, December 25, 2026
Wednesday, November 11, 2026	Friday, January 1, 2027
Thursday, November 26, 2026	Monday, January 18, 2027
Friday, November 27, 2026	Monday, May 31, 2027

D. All personnel on a 12-month basis shall be entitled to annual leave cumulative to no more than 480 hours at the end of any fiscal year. The annual leave allowance shall be:

4 hours monthly	0-4 year employees
6 hours monthly	5-9 year employees
8 hours monthly	10-14 year employees
10 hours monthly	15 years and up employees

**These hours are based on an 8-hour scheduled workday; therefore, 12-month employees who work less than 8 hours would receive a pro-rated amount.*

E. The Board shall provide full-time Safety & Security personnel with basic comprehensive, hospital-medical-obstetrical, major medical and group life insurance protection for a twelve (12) month period. The employee shall be responsible for paying the remaining amount for coverage above the Board contribution amount established. Plans for additional coverage are available to the employee at their expense.

F. Each employee employed on a full-time basis shall be entitled to one day of sick leave for each month of employment. Such sick leave shall be cumulative from year to year, and there shall be no limit on the number of days of sick leave an employee may accrue.

G. Safety & Security personnel who are employed for a ten (10) month period and are scheduled to work student days. Individuals in this classification receive payments processed over a twenty (20) check payment cycle.

H. Regular positions for Safety & Security personnel will be established for eight (8) working hours per day. Positions for hourly Safety & Security Personnel can be established at varying hours per day based upon position requirements.

All Safety & Security personnel working six (6) or more hours a day shall be provided an unpaid, duty free meal period of no less than thirty (30) minutes.

As of October 1, 2022, Safety & Security personnel will be paid at the hourly rate of $15 per hour for participation (outside of the normal contract period) in workshops and/or training sessions.

I. Employees do not receive an automatic step on a Placement Schedule for pay increases.

J. Safety & Security personnel designated as a Lieutenant will be paid a supplement of $4,000 (only one (1) is applicable). District Canine Officer will be paid a supplement of $4,000 (only one (1) is applicable). Safety & Security Personnel designated as a Sergeant will be paid a supplement of $2,000 (two (2) are applicable: one (1) serves multiple sites and one (1) is stationed at a school site). Safety & Security personnel designated as a Corporal will be paid a supplement of $1,000 (three (3) are applicable: serves multiple sites, after hours on-call). Safety & Security personnel designated as a Training Specialist will be paid a supplement of $2,000 (only one (1) is applicable: serves all Safety & Security personnel ensuring compliance with all training related requirements for law enforcement officers.

K. District Police Officers assigned to schools with high risk of personal injury due to students with a history of aggressive behavior will receive a supplement for the school year of $2,000 if they are assigned to Margaret K. Lewis School and St. Andrew Academy.

L. Salary Incentive Program for full-time officers includes supplements for education with proper documentation and verification of any claimed training or education per Florida Statute 943.22.

1. Any full-time officer who has a community college degree or equivalent or higher, shall receive a supplement in the amount of $30 per month.
2. Any full-time officer who completed 480 hours of approved career development program training courses on or before June 30, 1985, shall receive a supplement in the amount of $120 per month.
3. On or after July 1, 1985, any full-time officer who completes a combination of 480 hours of approved advanced and career development training courses shall receive the supplement in the amount of $120 per month. Proportional amounts for courses completed in 80-hour units may be received with official documentation.
4. The maximum aggregate amount any full-time officer may receive is $130 per month. No education incentive payments shall be made for any state law enforcement or correctional position for which the class specification requires the minimum of a 4-year degree or higher.
5. A community college degree or equivalent means graduation from an accredited community college or having been granted a degree or successful completion of 60 semester hours or 90 quarter hours and eligibility to receive an associate degree from an accredited college, university, or community college.

M. Employees on Placement Schedule 6 are on annual contract.

2026-2027 CLASSIFICATION & PAYGRADES
SAFETY & SECURITY OFFICERS
(Refer to Placement Schedule 6)

SAFETY & SECURITY OFFICERS **PAYGRADE**

District Police Officer 10
(Position will always be paid at level zero in regard to experience.)

District Truancy Safety & Security Officer 10
(Position will always be paid at level zero in regard to experience.)

District Canine Officer 12
(Position will always be paid at level zero in regard to experience.)

Placement Schedule 6 **Safety & Security Officers** **Effective: July 1, 2026**
Implemented:

PG	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
SH10	22.2479	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Placement Schedule 6A

12-Month Salaried Positions

PG	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
S12	43,428	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

SUBSTITUTES

INSTRUCTIONAL SUBSTITUTES

Daily Instructional Substitute Pay

Instructional substitutes are required to have a minimum of a high school diploma. Rate of pay will be $15.00 per hour.

Instructional Aviation Substitute Pay

Instructional Aviation Substitutes for Tom P. Haney Technical College will be paid $22.50 per hour. This substitute classification requires the substitute to be Federal Aviation Administration qualified and certified.

Long-Term Substitute Pay

Individuals in this classification will fill approved consecutive day FMLA, Extended Leave or Administrative Leave absences for Classroom Teachers. The assignments may range from 11-90 school days each. Long-Term Substitutes will be employed on a full-time basis (7.5 hours daily, 5 days a week) and be eligible for benefits. At the conclusion of the assignment, the Long-Term Substitute will revert back to a daily at-will sub. This substitute classification requires the substitute to sign an agreement issued by the Human Resources department outlining all expectations and criteria for the assignment.

Pay will be determined by the education provided:

- Bachelor's degree or higher + the substitute certification $25.00 per hour
- Associate's degree + the substitute certification $20.00 per hour
- High school diploma + passing score on the paraprofessional exam + the substitute certification $20.00 per hour

Temporary Instructors (School Board Policy 4120.04)

A substitute teacher who holds a teaching certificate and is otherwise qualified as a certified instructor may be employed as a Temporary Instructor for teaching assignments up to 90 days. The Superintendent may extend a 90-day assignment period on an as needed basis and at the Superintendent's discretion. Temporary Instructors will be subject to the requirements of the teacher job description applicable to the position the Temporary Instructor is filling, will be paid on the Teacher's Salary Schedule and will be eligible for benefits.

NON-INSTRUCTIONAL SUBSTITUTES

- **Non-instructional Substitute pay:** $15.00 per hour

PAYROLL SCHEDULES

BAY DISTRICT SCHOOLS
ADMINISTRATIVE PAYROLL SCHEDULE
FISCAL YEAR 2026 - 2027

Pay Type 001 / 12 Checks
Board & Superintendent

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	INSURANCE DEDUCTIONS
NO. 1	12	**7/31/2026**	7/1/2026	7/25/2026	25	7/21/2026 *	August
NO. 2	14	**8/31/2026**	7/26/2026	8/22/2026	28	8/20/2026 *	September
NO. 3	16	**9/30/2026**	8/23/2026	9/19/2026	28	9/21/2026	October
NO. 4	18	**10/30/2026**	9/20/2026	10/17/2026	28	10/20/2026	November
NO. 5	20	**11/30/2026**	10/18/2026	11/14/2026	28	11/17/2026	December
NO. 6	22	**12/31/2026**	11/15/2026	12/12/2026	28	12/11/2026 **	January
NO. 7	24	**1/29/2027**	12/13/2026	1/16/2027	35	1/19/2027	February
NO. 8	26	**2/26/2027**	1/17/2027	2/13/2027	28	2/16/2027	March
NO. 9	28	**3/31/2027**	2/14/2027	3/13/2027	28	3/12/2027 **	April
NO. 10	30	**4/30/2027**	3/14/2027	4/17/2027	35	4/19/2027	May
NO. 11	32	**5/28/2027**	4/18/2027	5/15/2027	28	5/17/2027	June
NO. 12	34	**6/30/2027**	5/16/2027	6/30/2027	46	6/21/2027 *	July
					365		

* Leave Due - Projected payroll.

** Leave Due - Payroll Due the same day it ends.

Insurance Deductions -

Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life, Vision, etc.).
Employees in this classification are paid on monthly basis and insurance deductions are for the month indicated. If more than one month is indicated, an adjustment to the normal amount will occur. Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

BAY DISTRICT SCHOOLS
ADMINISTRATIVE PAYROLL SCHEDULE
FISCAL YEAR 2026 - 2027

Pay Type 002 / 12 Checks
Pay Type 043 / Part-Time Hourly
Administrative, Supervisory, Non-Administrative, Non-Supervisory & Technical Personnel

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	INSURANCE DEDUCTIONS
NO. 1	12	**7/31/2026**	7/1/2026	7/25/2026	16	7/21/2026 *	August
NO. 2	14	**8/31/2026**	7/26/2026	8/22/2026	20	8/20/2026 *	September
NO. 3	16	**9/30/2026**	8/23/2026	9/19/2026	20	9/21/2026	October
NO. 4	18	**10/30/2026**	9/20/2026	10/17/2026	20	10/20/2026	November
NO. 5	20	**11/30/2026**	10/18/2026	11/14/2026	20	11/17/2026	December
NO. 6	22	**12/31/2026**	11/15/2026	12/12/2026	20	12/11/2026 **	January
NO. 7	24	**1/29/2027**	12/13/2026	1/16/2027	18	1/19/2027	February
NO. 8	26	**2/26/2027**	1/17/2027	2/13/2027	20	2/16/2027	March
NO. 9	28	**3/31/2027**	2/14/2027	3/13/2027	20	3/12/2027 **	April
NO. 10	30	**4/30/2027**	3/14/2027	4/17/2027	20	4/19/2027	May
NO. 11	32	**5/28/2027**	4/18/2027	5/15/2027	20	5/17/2027	June
NO. 12	34	**6/30/2027**	5/16/2027	6/30/2027	33	6/21/2027 *	July
					247		

Pay Type 003 / 11 Checks
10 Month Administrative Personnel

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	INSURANCE DEDUCTIONS
NO. 1	14	**8/31/2026**	7/29/2026	8/22/2026	17	8/20/2026 *	Aug. & Sept.
NO. 2	16	**9/30/2026**	8/23/2026	9/19/2026	20	9/21/2026	October
NO. 3	18	**10/30/2026**	9/20/2026	10/17/2026	18	10/20/2026	November
NO. 4	20	**11/30/2026**	10/18/2026	11/14/2026	20	11/17/2026	December
NO. 5	22	**12/31/2026**	11/15/2026	12/12/2026	16	12/11/2026 **	January
NO. 6	24	**1/29/2027**	12/13/2026	1/16/2027	17	1/19/2027	February
NO. 7	26	**2/26/2027**	1/17/2027	2/13/2027	20	2/16/2027	March
NO. 8	28	**3/31/2027**	2/14/2027	3/13/2027	19	3/12/2027 **	April
NO. 9	30	**4/30/2027**	3/14/2027	4/17/2027	19	4/19/2027	May
NO. 10	32	**5/28/2027**	4/18/2027	5/15/2027	20	5/17/2027	June
NO. 11	34	**6/30/2027**	5/16/2027	5/28/2027	10	6/21/2027 *	July
					196		

* Leave Due - Projected payroll.

** Leave Due - Payroll Due the same day it ends.

Insurance Deductions -

Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life, Vision, etc.).
Employees in this classification are paid on monthly basis and insurance deductions are for the month indicated. If more than one month is indicated, an adjustment to the normal amount will occur. Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

BAY DISTRICT SCHOOLS
CONFIDENTIAL & 12 MONTH SUPPORT PAYROLL SCHEDULE
FISCAL YEAR 2026 - 2027

Pay Type 009, 019, 033, 040 & 041 / 24 Checks

Including Substitute Clerical & Custodial - Pay Type 010 & 034
(No Insurance Deductions applicable)

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	* INSURANCE DEDUCTIONS
NO. 1	11	**7/16/2026**	7/1/2026	7/11/2026	6	7/7/2026 *	1/2 August
NO. 2	12	**7/31/2026**	7/12/2026	7/25/2026	10	7/21/2026 *	1/2 August
NO. 3	13	**8/14/2026**	7/26/2026	8/8/2026	10	8/4/2026 *	1/2 September
NO. 4	14	**8/31/2026**	8/9/2026	8/22/2026	10	8/20/2026 *	1/2 September
NO. 5	15	**9/16/2026**	8/23/2026	9/5/2026	10	9/8/2026	1/2 October
NO. 6	16	**9/30/2026**	9/6/2026	9/19/2026	10	9/21/2026	1/2 October
NO. 7	17	**10/16/2026**	9/20/2026	10/3/2026	10	10/6/2026	1/2 November
NO. 8	18	**10/30/2026**	10/4/2026	10/17/2026	10	10/20/2026	1/2 November
NO. 9	19	**11/16/2026**	10/18/2026	10/31/2026	10	11/3/2026	1/2 December
NO. 10	20	**11/30/2026**	11/1/2026	11/14/2026	10	11/17/2026	1/2 December
NO. 11	21	**12/16/2026**	11/15/2026	11/28/2026	10	12/1/2026	1/2 January
NO. 12	22	**12/31/2026**	11/29/2026	12/12/2026	10	12/11/2026 **	1/2 January
NO. 13	23	**1/16/2027**	12/13/2026	1/2/2027	8	1/5/2027	1/2 February
NO. 14	24	**1/29/2027**	1/3/2027	1/16/2027	10	1/19/2027	1/2 February
NO. 15	25	**2/16/2027**	1/17/2027	1/30/2027	10	2/2/2027	1/2 March
NO. 16	26	**2/26/2027**	1/31/2027	2/13/2027	10	2/16/2027	1/2 March
NO. 17	27	**3/16/2027**	2/14/2027	2/27/2027	10	3/2/2027	1/2 April
NO. 18	28	**3/31/2027**	2/28/2027	3/13/2027	10	3/12/2027 **	1/2 April
NO. 19	29	**4/16/2027**	3/14/2027	4/3/2027	10	4/5/2027	1/2 May
NO. 20	30	**4/30/2027**	4/4/2027	4/17/2027	10	4/19/2027	1/2 May
NO. 21	31	**5/14/2027**	4/18/2027	5/1/2027	10	5/3/2027	1/2 June
NO. 22	32	**5/28/2027**	5/2/2027	5/15/2027	10	5/17/2027	1/2 June
NO. 23	33	**6/16/2027**	5/16/2027	6/5/2027	15	6/7/2027	1/2 July
NO. 24	34	**6/30/2027**	6/6/2027	6/30/2027	18	6/21/2027 *	1/2 July
					247		

* Leave Due - Projected payroll.

** Leave Due - Payroll Due the same day it ends.

Insurance Deductions - * If eligible for coverage.

Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life, Vision, etc.).
Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur. Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

BAY DISTRICT SCHOOLS
BAY BASE 12 MONTH STAFF PAYROLL SCHEDULE
FISCAL YEAR 2026 - 2027

Pay Type 027 & 028 / 24 Checks

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS PT 028	PT 027	LEAVE DUE	* INSURANCE DEDUCTIONS
NO. 1	11	**7/16/2026**	7/1/2026	7/11/2026	8	7	7/7/2026 *	1/2 August
NO. 2	12	**7/31/2026**	7/12/2026	7/25/2026	10	10	7/21/2026 *	1/2 August
NO. 3	13	**8/14/2026**	7/26/2026	8/8/2026	10	10	8/4/2026 *	1/2 September
NO. 4	14	**8/31/2026**	8/9/2026	8/22/2026	10	10	8/20/2026 *	1/2 September
NO. 5	15	**9/16/2026**	8/23/2026	9/5/2026	10	10	9/8/2026	1/2 October
NO. 6	16	**9/30/2026**	9/6/2026	9/19/2026	10	9	9/21/2026	1/2 October
NO. 7	17	**10/16/2026**	9/20/2026	10/3/2026	10	10	10/6/2026	1/2 November
NO. 8	18	**10/30/2026**	10/4/2026	10/17/2026	10	10	10/20/2026	1/2 November
NO. 9	19	**11/16/2026**	10/18/2026	10/31/2026	10	10	11/3/2026	1/2 December
NO. 10	20	**11/30/2026**	11/1/2026	11/14/2026	10	9	11/17/2026	1/2 December
NO. 11	21	**12/16/2026**	11/15/2026	11/28/2026	10	8	12/1/2026	1/2 January
NO. 12	22	**12/31/2026**	11/29/2026	12/12/2026	10	10	12/11/2026 **	1/2 January
NO. 13	23	**1/15/2027**	12/13/2026	1/2/2027	15	14	1/5/2027	1/2 February
NO. 14	24	**1/29/2027**	1/3/2027	1/16/2027	10	10	1/19/2027	1/2 February
NO. 15	25	**2/16/2027**	1/17/2027	1/30/2027	10	9	2/2/2027	1/2 March
NO. 16	26	**2/26/2027**	1/31/2027	2/13/2027	10	10	2/16/2027	1/2 March
NO. 17	27	**3/16/2027**	2/14/2027	2/27/2027	10	10	3/2/2027	1/2 April
NO. 18	28	**3/31/2027**	2/28/2027	3/13/2027	10	10	3/12/2027 **	1/2 April
NO. 19	29	**4/16/2027**	3/14/2027	4/3/2027	15	15	4/5/2027	1/2 May
NO. 20	30	**4/30/2027**	4/4/2027	4/17/2027	10	10	4/19/2027	1/2 May
NO. 21	31	**5/14/2027**	4/18/2027	5/1/2027	10	10	5/3/2027	1/2 June
NO. 22	32	**5/28/2027**	5/2/2027	5/15/2027	10	10	5/17/2027	1/2 June
NO. 23	33	**6/16/2027**	5/16/2027	6/5/2027	15	14	6/7/2027	1/2 July
NO. 24	34	**6/30/2027**	6/6/2027	6/30/2027	18	18	6/21/2027 *	1/2 July
					261	253		

* Leave Due - Projected payroll.

** Leave Due - Payroll Due the same day it ends.

Insurance Deductions - * If eligible for coverage.
Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life, Vision, etc.).
Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.
Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

BAY DISTRICT SCHOOLS
INSTRUCTIONAL PAYROLL SCHEDULE
FISCAL YEAR 2026 - 2027

Pay Type 005 & 051 / 24 Checks

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	INSURANCE DEDUCTIONS
NO. 1	13	**8/14/2026**	7/29/2026	8/8/2026	7	8/4/2026 *	1/2 September
NO. 2	14	**8/31/2026**	8/9/2026	8/22/2026	10	8/20/2026 *	1/2 September
NO. 3	15	**9/16/2026**	8/23/2026	9/5/2026	10	9/8/2026	1/2 October
NO. 4	16	**9/30/2026**	9/6/2026	9/19/2026	10	9/21/2026	1/2 October
NO. 5	17	**10/16/2026**	9/20/2026	10/3/2026	10	10/6/2026	1/2 November
NO. 6	18	**10/30/2026**	10/4/2026	10/17/2026	8	10/20/2026	1/2 November
NO. 7	19	**11/16/2026**	10/18/2026	10/31/2026	10	11/3/2026	1/2 December
NO. 8	20	**11/30/2026**	11/1/2026	11/14/2026	10	11/17/2026	1/2 December
NO. 9	21	**12/16/2026**	11/15/2026	11/28/2026	6	12/1/2026	1/2 January
NO. 10	22	**12/31/2026**	11/29/2026	12/12/2026	10	12/11/2026 **	1/2 January
NO. 11	23	**1/15/2027**	12/13/2026	1/2/2027	7	1/5/2027	1/2 February
NO. 12	24	**1/29/2027**	1/3/2027	1/16/2027	10	1/19/2027	1/2 February
NO. 13	25	**2/16/2027**	1/17/2027	1/30/2027	10	2/2/2027	1/2 March
NO. 14	26	**2/26/2027**	1/31/2027	2/13/2027	10	2/16/2027	1/2 March
NO. 15	27	**3/16/2027**	2/14/2027	2/27/2027	9	3/2/2027	1/2 April
NO. 16	28	**3/31/2027**	2/28/2027	3/13/2027	10	3/12/2027 **	1/2 April
NO. 17	29	**4/16/2027**	3/14/2027	4/3/2027	9	4/5/2027	1/2 May
NO. 18	30	**4/30/2027**	4/4/2027	4/17/2027	10	4/19/2027	1/2 May
NO. 19	31	**5/14/2027**	4/18/2027	5/1/2027	10	5/3/2027	1/2 June
NO. 20	32	**5/28/2027**	5/2/2027	5/15/2027	10	5/17/2027	1/2 June
NO. 21	33	**6/16/2027**	5/16/2027	5/28/2027	10	6/7/2027	1/2 July
NO. 22	35	**6/16/2027**			0		1/2 July
NO. 23	36	**6/16/2027**			0		1/2 August
NO. 24	37	**6/16/2027**			0		1/2 August
					196		

* Leave Due - Projected payroll.

** Leave Due - Payroll Due the same day it ends.

Insurance Deductions - * If eligible for coverage.
Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life, Vision, etc.).
Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.
Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

BAY DISTRICT SCHOOLS
INSTRUCTIONAL AND LICENSED PAYROLL SCHEDULE
FISCAL YEAR 2026 - 2027

Instructional - Pay Type 004, 006, & 042 / 20 Checks
Licensed - Pay Type 030 & 036 / 20 Checks

Including Substitute Teachers & Licensed - Pay Type 007, 026, & 035
(No Insurance Deductions applicable)

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	* INSURANCE DEDUCTIONS
NO. 1	14	**8/31/2026**	7/29/2026	8/22/2026	17	8/20/2026 *	September
NO. 2	15	**9/16/2026**	8/23/2026	9/5/2026	10	9/8/2026	1/2 October
NO. 3	16	**9/30/2026**	9/6/2026	9/19/2026	10	9/21/2026	1/2 October
NO. 4	17	**10/16/2026**	9/20/2026	10/3/2026	10	10/6/2026	1/2 November
NO. 5	18	**10/30/2026**	10/4/2026	10/17/2026	8	10/20/2026	1/2 November
NO. 6	19	**11/16/2026**	10/18/2026	10/31/2026	10	11/3/2026	1/2 December
NO. 7	20	**11/30/2026**	11/1/2026	11/14/2026	10	11/17/2026	1/2 December
NO. 8	21	**12/16/2026**	11/15/2026	11/28/2026	6	12/1/2026	1/2 Jan. & Summer
NO. 9	22	**12/31/2026**	11/29/2026	12/12/2026	10	12/11/2026 **	1/2 Jan. & Summer
NO. 10	23	**1/15/2027**	12/13/2026	1/2/2027	7	1/5/2027	1/2 Feb. & Summer
NO. 11	24	**1/29/2027**	1/3/2027	1/16/2027	10	1/19/2027	1/2 Feb. & Summer
NO. 12	25	**2/16/2027**	1/17/2027	1/30/2027	10	2/2/2027	1/2 Mar. & Summer
NO. 13	26	**2/26/2027**	1/31/2027	2/13/2027	10	2/16/2027	1/2 Mar. & Summer
NO. 14	27	**3/16/2027**	2/14/2027	2/27/2027	9	3/2/2027	1/2 April & Summer
NO. 15	28	**3/31/2027**	2/28/2027	3/13/2027	10	3/12/2027 **	1/2 April & Summer
NO. 16	29	**4/16/2027**	3/14/2027	4/3/2027	9	4/5/2027	1/2 May & Summer
NO. 17	30	**4/30/2027**	4/4/2027	4/17/2027	10	4/19/2027	1/2 May & Summer
NO. 18	31	**5/14/2027**	4/18/2027	5/1/2027	10	5/3/2027	1/2 June & Summer
NO. 19	32	**5/28/2027**	5/2/2027	5/15/2027	10	5/17/2027	1/2 June & Summer
NO. 20	33	**6/16/2027**	5/16/2027	5/28/2027	10	6/7/2027	1/2 July
					196		

* Leave Due - Projected payroll.

** Leave Due - Payroll Due the same day it ends.

Insurance Deductions - * If eligible for coverage.
Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life, Vision, etc.).
Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.
Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

Summer Deductions for 2026-2027 to be applied as follows:
Three (3) deductions for remaining 1/2 of July 2027 premium
Six (6) deductions for August 2027 premium
Three (3) deductions for 1/2 of September 2027 premium

BAY DISTRICT SCHOOLS
ROTC PAYROLL SCHEDULE / AIR FORCE, MARINES & NAVY
FISCAL YEAR 2026 - 2027

Pay Type 024 (12 Month) / 24 Checks

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	INSURANCE DEDUCTIONS
NO. 1	11	**7/16/2026**	7/1/2026	7/11/2026	6	7/7/2026 *	1/2 August
NO. 2	12	**7/31/2026**	7/12/2026	7/25/2026	10	7/21/2026 *	1/2 August
NO. 3	13	**8/14/2026**	7/26/2026	8/8/2026	10	8/4/2026 *	1/2 September
NO. 4	14	**8/31/2026**	8/9/2026	8/22/2026	10	8/20/2026 *	1/2 September
NO. 5	15	**9/16/2026**	8/23/2026	9/5/2026	10	9/8/2026	1/2 October
NO. 6	16	**9/30/2026**	9/6/2026	9/19/2026	10	9/21/2026	1/2 October
NO. 7	17	**10/16/2026**	9/20/2026	10/3/2026	10	10/6/2026	1/2 November
NO. 8	18	**10/30/2026**	10/4/2026	10/17/2026	10	10/20/2026	1/2 November
NO. 9	19	**11/16/2026**	10/18/2026	10/31/2026	10	11/3/2026	1/2 December
NO. 10	20	**11/30/2026**	11/1/2026	11/14/2026	10	11/17/2026	1/2 December
NO. 11	21	**12/16/2026**	11/15/2026	11/28/2026	10	12/1/2026	1/2 January
NO. 12	22	**12/31/2026**	11/29/2026	12/12/2026	10	12/11/2026 **	1/2 January
NO. 13	23	**1/15/2027**	12/13/2026	1/2/2027	8	1/5/2027	1/2 February
NO. 14	24	**1/29/2027**	1/3/2027	1/16/2027	10	1/19/2027	1/2 February
NO. 15	25	**2/16/2027**	1/17/2027	1/30/2027	10	2/2/2027	1/2 March
NO. 16	26	**2/26/2027**	1/31/2027	2/13/2027	10	2/16/2027	1/2 March
NO. 17	27	**3/16/2027**	2/14/2027	2/27/2027	10	3/2/2027	1/2 April
NO. 18	28	**3/31/2027**	2/28/2027	3/13/2027	10	3/12/2027 **	1/2 April
NO. 19	29	**4/16/2027**	3/14/2027	4/3/2027	10	4/5/2027	1/2 May
NO. 20	30	**4/30/2027**	4/4/2027	4/17/2027	10	4/19/2027	1/2 May
NO. 21	31	**5/14/2027**	4/18/2027	5/1/2027	10	5/3/2027	1/2 June
NO. 22	32	**5/28/2027**	5/2/2027	5/15/2027	10	5/17/2027	1/2 June
NO. 23	33	**6/16/2027**	5/16/2027	6/5/2027	15	6/7/2027	1/2 July
NO. 24	34	**6/30/2027**	6/6/2027	6/30/2027	18	6/21/2027 *	1/2 July
					247		

* Leave Due - Projected Payroll

** Leave Due - Payroll Due the same day it ends.

Insurance Deductions - * If eligible for coverage.

Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life, Vision, etc.).
Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur. Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

BAY DISTRICT SCHOOLS
ROTC PAYROLL SCHEDULE / ARMY
FISCAL YEAR 2026 - 2027

Pay Type 037 (11 Month) / 22 Checks

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	* INSURANCE DEDUCTIONS
NO. 1	13	**8/14/2026**	7/29/2026	8/8/2026	7	8/4/2026 *	August & 1/2 September
NO. 2	14	**8/31/2026**	8/9/2026	8/22/2026	10	8/20/2026 *	1/2 September
NO. 3	15	**9/16/2026**	8/23/2026	9/5/2026	10	9/8/2026	1/2 October
NO. 4	16	**9/30/2026**	9/6/2026	9/19/2026	10	9/21/2026	1/2 October
NO. 5	17	**10/16/2026**	9/20/2026	10/3/2026	10	10/6/2026	1/2 November
NO. 6	18	**10/30/2026**	10/4/2026	10/17/2026	8	10/20/2026	1/2 November
NO. 7	19	**11/16/2026**	10/18/2026	10/31/2026	10	11/3/2026	1/2 December
NO. 8	20	**11/30/2026**	11/1/2026	11/14/2026	10	11/17/2026	1/2 December
NO. 9	21	**12/16/2026**	11/15/2026	11/28/2026	6	12/1/2026	1/2 January
NO. 10	22	**12/31/2026**	11/29/2026	12/12/2026	10	12/11/2026 **	1/2 January
NO. 11	23	**1/15/2027**	12/13/2026	1/2/2027	7	1/5/2027	1/2 February
NO. 12	24	**1/29/2027**	1/3/2027	1/16/2027	10	1/19/2027	1/2 February
NO. 13	25	**2/16/2027**	1/17/2027	1/30/2027	10	2/2/2027	1/2 March
NO. 14	26	**2/26/2027**	1/31/2027	2/13/2027	10	2/16/2027	1/2 March
NO. 15	27	**3/16/2027**	2/14/2027	2/27/2027	9	3/2/2027	1/2 April
NO. 16	28	**3/31/2027**	2/28/2027	3/13/2027	10	3/12/2027 **	1/2 April
NO. 17	29	**4/16/2027**	3/14/2027	4/3/2027	9	4/5/2027	1/2 May
NO. 18	30	**4/30/2027**	4/4/2027	4/17/2027	10	4/19/2027	1/2 May
NO. 19	31	**5/14/2027**	4/18/2027	5/1/2027	10	5/3/2027	1/2 June
NO. 20	32	**5/28/2027**	5/2/2027	5/15/2027	10	5/17/2027	1/2 June
NO. 21	33	**6/16/2027**	5/16/2027	6/5/2027	14	6/7/2027	1/2 July
NO. 22	34	**6/30/2027**	6/6/2027	6/30/2027	18	6/21/2027 *	1/2 July
					218		

* Leave Due - Projected payroll.

** Leave Due - Payroll Due the same day it ends.

Insurance Deductions - * If eligible for coverage.
Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life, Vision, etc.).
Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.
Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

BAY DISTRICT SCHOOLS
10 MONTH SUPPORT PAYROLL SCHEDULE
FISCAL YEAR 2026 - 2027

Pay Type 020 / 20 Checks
Voluntary Pre-K Associate

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	* INSURANCE DEDUCTIONS
NO. 1	14	**8/31/2026**	7/29/2026	8/22/2026	17	8/20/2026 *	September
NO. 2	15	**9/16/2026**	8/23/2026	9/5/2026	10	9/8/2026	1/2 October
NO. 3	16	**9/30/2026**	9/6/2026	9/19/2026	10	9/21/2026	1/2 October
NO. 4	17	**10/16/2026**	9/20/2026	10/3/2026	10	10/6/2026	1/2 November
NO. 5	18	**10/30/2026**	10/4/2026	10/17/2026	8	10/20/2026	1/2 November
NO. 6	19	**11/16/2026**	10/18/2026	10/31/2026	10	11/3/2026	1/2 December
NO. 7	20	**11/30/2026**	11/1/2026	11/14/2026	10	11/17/2026	1/2 December
NO. 8	21	**12/16/2026**	11/15/2026	11/28/2026	6	12/1/2026	1/2 Jan. & Summer
NO. 9	22	**12/31/2026**	11/29/2026	12/12/2026	10	12/11/2026 **	1/2 Jan. & Summer
NO. 10	23	**1/15/2027**	12/13/2026	1/2/2027	7	1/5/2027	1/2 Feb. & Summer
NO. 11	24	**1/29/2027**	1/3/2027	1/16/2027	10	1/19/2027	1/2 Feb. & Summer
NO. 12	25	**2/16/2027**	1/17/2027	1/30/2027	10	2/2/2027	1/2 Mar. & Summer
NO. 13	26	**2/26/2027**	1/31/2027	2/13/2027	10	2/16/2027	1/2 Mar. & Summer
NO. 14	27	**3/16/2027**	2/14/2027	2/27/2027	9	3/2/2027	1/2 April & Summer
NO. 15	28	**3/31/2027**	2/28/2027	3/13/2027	10	3/12/2027 **	1/2 April & Summer
NO. 16	29	**4/16/2027**	3/14/2027	4/3/2027	9	4/5/2027	1/2 May & Summer
NO. 17	30	**4/30/2027**	4/4/2027	4/17/2027	10	4/19/2027	1/2 May & Summer
NO. 18	31	**5/14/2027**	4/18/2027	5/1/2027	10	5/3/2027	1/2 June & Summer
NO. 19	32	**5/28/2027**	5/2/2027	5/15/2027	10	5/17/2027	1/2 June & Summer
NO. 20	33	**6/16/2027**	5/16/2027	5/28/2027	10	6/7/2027	1/2 July
					196		

* Leave Due - Projected payroll.

** Leave Due - Payroll Due the same day it ends.

Insurance Deductions - * If eligible for coverage.
Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life, Vision, etc.).
Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.
Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

Summer Deductions for 2026-2027 to be applied as follows: Three (3) deductions for remaining 1/2 of July 2027 premium
Six (6) deductions for August 2027 premium
Three (3) deductions for 1/2 of September 2027 premium

BAY DISTRICT SCHOOLS
10 MONTH SUPPORT PAYROLL SCHEDULE
FISCAL YEAR 2026 - 2027

Pay Type 008, 015, 023, 029, 032 & 039 / 20 Checks
Clerical, Paraprofessionals, Student Helpers, 10 Month Bay Base & Custodial

Including Substitute Paraprofessionals - Pay Type 016
(No Insurance Deductions applicable)

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS Full Time	Part Time	LEAVE DUE	* INSURANCE DEDUCTIONS
NO. 1	14	**8/31/2026**	8/7/2026	8/22/2026	11	11	8/20/2026 *	September (if needed)
NO. 2	15	**9/16/2026**	8/23/2026	9/5/2026	10	10	9/8/2026	1/2 October
NO. 3	16	**9/30/2026**	9/6/2026	9/19/2026	10	9	9/21/2026	1/2 October
NO. 4	17	**10/16/2026**	9/20/2026	10/3/2026	10	10	10/6/2026	1/2 November
NO. 5	18	**10/30/2026**	10/4/2026	10/17/2026	8	8	10/20/2026	1/2 November
NO. 6	19	**11/16/2026**	10/18/2026	10/31/2026	9	9	11/3/2026	1/2 December
NO. 7	20	**11/30/2026**	11/1/2026	11/14/2026	10	9	11/17/2026	1/2 December
NO. 8	21	**12/16/2026**	11/15/2026	11/28/2026	6	5	12/1/2026	1/2 Jan. & Summer
NO. 9	22	**12/31/2026**	11/29/2026	12/12/2026	10	10	12/11/2026 **	1/2 Jan. & Summer
NO. 10	23	**1/15/2027**	12/13/2026	1/2/2027	7	7	1/5/2027	1/2 Feb. & Summer
NO. 11	24	**1/29/2027**	1/3/2027	1/16/2027	9	9	1/19/2027	1/2 Feb. & Summer
NO. 12	25	**2/16/2027**	1/17/2027	1/30/2027	10	9	2/2/2027	1/2 Mar. & Summer
NO. 13	26	**2/26/2027**	1/31/2027	2/13/2027	9	9	2/16/2027	1/2 Mar. & Summer
NO. 14	27	**3/16/2027**	2/14/2027	2/27/2027	9	9	3/2/2027	1/2 April & Summer
NO. 15	28	**3/31/2027**	2/28/2027	3/13/2027	10	10	3/12/2027 **	1/2 April & Summer
NO. 16	29	**4/16/2027**	3/14/2027	4/3/2027	9	9	4/5/2027	1/2 May & Summer
NO. 17	30	**4/30/2027**	4/4/2027	4/17/2027	9	9	4/19/2027	1/2 May & Summer
NO. 18	31	**5/14/2027**	4/18/2027	5/1/2027	10	10	5/3/2027	1/2 June & Summer
NO. 19	32	**5/28/2027**	5/2/2027	5/15/2027	10	10	5/17/2027	1/2 June & Summer
NO. 20	33	**6/16/2027**	5/16/2027	5/28/2027	8	8	6/7/2027	1/2 July
					184	180		

* Leave Due - Projected payroll.
** Leave Due - Payroll Due the same day it ends.

Insurance Deductions - * If eligible for coverage.
Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life, Vision, etc.).
Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.
Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

Summer Deductions for 2026-2027 to be applied as follows: Three (3) deductions for remaining 1/2 of July 2027 premium
Six (6) deductions for August 2027 premium
Three (3) deductions for 1/2 of September 2027 premium

BAY DISTRICT SCHOOLS
LICENSED AND SAFETY OFFICERS PAYROLL SCHEDULE
FISCAL YEAR 2026 - 2027

Safety Officers - Pay Type 031 / 20 Checks

Licensed Educational Interpreter - Pay Type 031 / 20 Checks

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	* INSURANCE DEDUCTIONS
NO. 1	14	**8/31/2026**	8/7/2026	8/22/2026	11	8/20/2026 *	September
NO. 2	15	**9/16/2026**	8/23/2026	9/5/2026	10	9/8/2026	1/2 October
NO. 3	16	**9/30/2026**	9/6/2026	9/19/2026	10	9/21/2026	1/2 October
NO. 4	17	**10/16/2026**	9/20/2026	10/3/2026	10	10/6/2026	1/2 November
NO. 5	18	**10/30/2026**	10/4/2026	10/17/2026	8	10/20/2026	1/2 November
NO. 6	19	**11/16/2026**	10/18/2026	10/31/2026	9	11/3/2026	1/2 December
NO. 7	20	**11/30/2026**	11/1/2026	11/14/2026	10	11/17/2026	1/2 December
NO. 8	21	**12/16/2026**	11/15/2026	11/28/2026	6	12/1/2026	1/2 Jan. & Summer
NO. 9	22	**12/31/2026**	11/29/2026	12/12/2026	10	12/11/2026 **	1/2 Jan. & Summer
NO. 10	23	**1/15/2027**	12/13/2026	1/2/2027	7	1/5/2027	1/2 Feb. & Summer
NO. 11	24	**1/29/2027**	1/3/2027	1/16/2027	9	1/19/2027	1/2 Feb. & Summer
NO. 12	25	**2/16/2027**	1/17/2027	1/30/2027	10	2/2/2027	1/2 Mar. & Summer
NO. 13	26	**2/26/2027**	1/31/2027	2/13/2027	9	2/16/2027	1/2 Mar. & Summer
NO. 14	27	**3/16/2027**	2/14/2027	2/27/2027	9	3/2/2027	1/2 April & Summer
NO. 15	28	**3/31/2027**	2/28/2027	3/13/2027	10	3/12/2027 **	1/2 April & Summer
NO. 16	29	**4/16/2027**	3/14/2027	4/3/2027	9	4/5/2027	1/2 May & Summer
NO. 17	30	**4/30/2027**	4/4/2027	4/17/2027	9	4/19/2027	1/2 May & Summer
NO. 18	31	**5/14/2027**	4/18/2027	5/1/2027	10	5/3/2027	1/2 June & Summer
NO. 19	32	**5/28/2027**	5/2/2027	5/15/2027	10	5/17/2027	1/2 June & Summer
NO. 20	33	**6/16/2027**	5/16/2027	5/28/2027	8	6/7/2027	1/2 July
					184		

* Leave Due - Projected payroll.

** Leave Due - Payroll Due the same day it ends.

Insurance Deductions - * If eligible for coverage.
Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life, Vision, etc.).
Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.
Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

Summer Deductions for 2026-2027 to be applied as follows: Three (3) deductions for remaining 1/2 of July 2027 premium
Six (6) deductions for August 2027 premium
Three (3) deductions for 1/2 of September 2027 premium

BAY DISTRICT SCHOOLS
10 MONTH SUPPORT PAYROLL SCHEDULE
FISCAL YEAR 2026 - 2027

Pay Type 017 / 20 Checks
Bus Drivers & Bus Paraprofessionals

Including Substitute Bus Drivers - Pay Type 018
(No Insurance Deductions applicable)

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	* INSURANCE DEDUCTIONS
NO. 1	14	**8/31/2026**	8/7/2026	8/22/2026	11	8/20/2026 *	September (if needed)
NO. 2	15	**9/16/2026**	8/23/2026	9/5/2026	10	9/8/2026	1/2 October
NO. 3	16	**9/30/2026**	9/6/2026	9/19/2026	10	9/21/2026	1/2 October
NO. 4	17	**10/16/2026**	9/20/2026	10/3/2026	10	10/6/2026	1/2 November
NO. 5	18	**10/30/2026**	10/4/2026	10/17/2026	8	10/20/2026	1/2 November
NO. 6	19	**11/16/2026**	10/18/2026	10/31/2026	9	11/3/2026	1/2 December
NO. 7	20	**11/30/2026**	11/1/2026	11/14/2026	10	11/17/2026	1/2 December
NO. 8	21	**12/16/2026**	11/15/2026	11/28/2026	6	12/1/2026	1/2 Jan. & Summer
NO. 9	22	**12/31/2026**	11/29/2026	12/12/2026	10	12/11/2026 **	1/2 Jan. & Summer
NO. 10	23	**1/15/2027**	12/13/2026	1/2/2027	7	1/5/2027	1/2 Feb. & Summer
NO. 11	24	**1/29/2027**	1/3/2027	1/16/2027	9	1/19/2027	1/2 Feb. & Summer
NO. 12	25	**2/16/2027**	1/17/2027	1/30/2027	10	2/2/2027	1/2 Mar. & Summer
NO. 13	26	**2/26/2027**	1/31/2027	2/13/2027	9	2/16/2027	1/2 Mar. & Summer
NO. 14	27	**3/16/2027**	2/14/2027	2/27/2027	9	3/2/2027	1/2 April & Summer
NO. 15	28	**3/31/2027**	2/28/2027	3/13/2027	10	3/12/2027 **	1/2 April & Summer
NO. 16	29	**4/16/2027**	3/14/2027	4/3/2027	9	4/5/2027	1/2 May & Summer
NO. 17	30	**4/30/2027**	4/4/2027	4/17/2027	9	4/19/2027	1/2 May & Summer
NO. 18	31	**5/14/2027**	4/18/2027	5/1/2027	10	5/3/2027	1/2 June & Summer
NO. 19	32	**5/28/2027**	5/2/2027	5/15/2027	10	5/17/2027	1/2 June & Summer
NO. 20	33	**6/16/2027**	5/16/2027	5/28/2027	8	6/7/2027	1/2 July
					184		

* Leave Due - Projected payroll.
** Leave Due - Payroll Due the same day it ends.

Insurance Deductions - * If eligible for coverage.
Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life, Vision, etc.).
Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.
Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

Summer Deductions for 2026-2027 to be applied as follows:
Three (3) deductions for remaining 1/2 of July 2027 premium
Six (6) deductions for August 2027 premium
Three (3) deductions for 1/2 of September 2027 premium

BAY DISTRICT SCHOOLS
10 MONTH SUPPORT PAYROLL SCHEDULE
FISCAL YEAR 2026 - 2027

Pay Type 038 / 24 Checks
Bus Drivers & Bus Paraprofessionals
(Grandfathered individuals who elected payment in this manner)

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	* INSURANCE DEDUCTIONS
NO. 1	14	**8/31/2026**	8/7/2026	8/22/2026	11	8/20/2026 *	September
NO. 2	15	**9/16/2026**	8/23/2026	9/5/2026	10	9/8/2026	1/2 October
NO. 3	16	**9/30/2026**	9/6/2026	9/19/2026	10	9/21/2026	1/2 October
NO. 4	17	**10/16/2026**	9/20/2026	10/3/2026	10	10/6/2026	1/2 November
NO. 5	18	**10/30/2026**	10/4/2026	10/17/2026	8	10/20/2026	1/2 November
NO. 6	19	**11/16/2026**	10/18/2026	10/31/2026	9	11/3/2026	1/2 December
NO. 7	20	**11/30/2026**	11/1/2026	11/14/2026	10	11/17/2026	1/2 December
NO. 8	21	**12/16/2026**	11/15/2026	11/28/2026	6	12/1/2026	1/2 January
NO. 9	22	**12/31/2026**	11/29/2026	12/12/2026	10	12/11/2026 **	1/2 January
NO. 10	23	**1/15/2027**	12/13/2026	1/2/2027	7	1/5/2027	1/2 February
NO. 11	24	**1/29/2027**	1/3/2027	1/16/2027	9	1/19/2027	1/2 February
NO. 12	25	**2/16/2027**	1/17/2027	1/30/2027	10	2/2/2027	1/2 March
NO. 13	26	**2/26/2027**	1/31/2027	2/13/2027	9	2/16/2027	1/2 March
NO. 14	27	**3/16/2027**	2/14/2027	2/27/2027	9	3/2/2027	1/2 April
NO. 15	28	**3/31/2027**	2/28/2027	3/13/2027	10	3/12/2027 **	1/2 April
NO. 16	29	**4/16/2027**	3/14/2027	4/3/2027	9	4/5/2027	1/2 May
NO. 17	30	**4/30/2027**	4/4/2027	4/17/2027	9	4/19/2027	1/2 May
NO. 18	31	**5/14/2027**	4/18/2027	5/1/2027	10	5/3/2027	1/2 June
NO. 19	32	**5/28/2027**	5/2/2027	5/15/2027	10	5/17/2027	1/2 June
NO. 20	33	**6/16/2027**	5/16/2027	5/28/2027	8	6/7/2027	1/2 July
NO. 21	38	**6/30/2027**			0		1/2 July
NO. 22	39	**6/30/2027**			0		1/2 August
NO. 23	40	**6/30/2027**			0		1/2 August
NO. 24	41	**6/30/2027**			0		1/2 September
					184		

* Leave Due - Projected payroll.
** Leave Due - Payroll Due the same day it ends.

Insurance Deductions - * If eligible for coverage.
Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life, Vision, etc.).
Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.
Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

BAY DISTRICT SCHOOLS
INSTRUCTIONAL PAYROLL SCHEDULE
FISCAL YEAR 2026 - 2027

Pay Type 062 / 20 Checks

Extended Instructional Hours
(No Insurance Deductions applicable)

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	STUDENT DAYS ONLY
NO. 1	14	**8/31/2026**	8/10/2026	8/22/2026	10	
NO. 2	15	**9/16/2026**	8/23/2026	9/5/2026	10	
NO. 3	16	**9/30/2026**	9/6/2026	9/19/2026	9	
NO. 4	17	**10/16/2026**	9/20/2026	10/3/2026	9	
NO. 5	18	**10/30/2026**	10/4/2026	10/17/2026	8	
NO. 6	19	**11/16/2026**	10/18/2026	10/31/2026	9	
NO. 7	20	**11/30/2026**	11/1/2026	11/14/2026	9	
NO. 8	21	**12/16/2026**	11/15/2026	11/28/2026	5	
NO. 9	22	**12/31/2026**	11/29/2026	12/12/2026	10	
NO. 10	23	**1/15/2027**	12/13/2026	1/2/2027	5	
NO. 11	24	**1/29/2027**	1/3/2027	1/16/2027	9	
NO. 12	25	**2/16/2027**	1/17/2027	1/30/2027	9	
NO. 13	26	**2/26/2027**	1/31/2027	2/13/2027	9	
NO. 14	27	**3/16/2027**	2/14/2027	2/27/2027	9	
NO. 15	28	**3/31/2027**	2/28/2027	3/13/2027	10	
NO. 16	29	**4/16/2027**	3/14/2027	4/3/2027	9	
NO. 17	30	**4/30/2027**	4/4/2027	4/17/2027	9	
NO. 18	31	**5/14/2027**	4/18/2027	5/1/2027	10	
NO. 19	32	**5/28/2027**	5/2/2027	5/15/2027	10	
NO. 20	33	**6/16/2027**	5/16/2027	5/28/2027	8	
					176	

BAY DISTRICT SCHOOLS
SUMMER PAYROLL SCHEDULE
FISCAL YEAR 2026 - 2027

Instructional Staff

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE
	12	**7/31/2026**	7/1/2026	7/25/2026	15	7/21/2026 *
	13	**8/14/2026**	7/26/2026	7/28/2026	2	8/4/2026
	34	**6/30/2027**	6/1/2027	6/30/2027	22	6/21/2027 *
					39	

Support Staff

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE
	12	**7/31/2026**	7/1/2026	7/25/2026	15	7/21/2026 *
	13	**8/14/2026**	7/26/2026	8/6/2026	9	8/4/2026
	34	**6/30/2027**	5/27/2027	6/30/2027	24	6/21/2027 *
					48	

* Leave Due - Projected payroll.
** Leave Due the same day as payroll ending date.

SCHOOL CALENDAR

BAY DISTRICT SCHOOLS' CALENDAR

BAY DISTRICT SCHOOLS
STUDENT ACADEMIC CALENDAR 2026-2027

	Day	Month	Date
Professional Learning Day	Wednesday	July	29
Professional Learning Day	Thursday	July	30
Professional Learning Day	Monday	August	3
Professional Learning Day	Tuesday	August	4
Pre-School Planning	Wednesday	August	5
Pre-School Planning	Thursday	August	6
Pre-School Planning	Friday	August	7
First Day of School	**Monday**	**August**	**10**
Labor Day (Holiday for All)	Monday	September	7
Teacher PLC Planning Day (School out for Students) **STORM DAY (IF NEEDED)**	Wednesday	September	30
End of First Nine Weeks	Thursday	October	8
Fall Break (School out for Students & Teachers) **STORM DAY (IF NEEDED)**	Friday	October	9
Columbus Day (School out for Students & Teachers)	Monday	October	12
Teacher PLC Planning Day (School out for Students) **STORM DAY (IF NEEDED)**	Wednesday	October	28
Veterans Day (Holiday for All)	Wednesday	November	11
Thanksgiving Holidays (School out entire week for Students & Teachers)	Monday	November	23
Thanksgiving Day (Holiday for all)	Thursday	November	26
Return from Thanksgiving Holidays	Monday	November	30
High School Testing Day	Wednesday	December	16
High School Testing Day	Thursday	December	17
High School Testing Day/End of Second Nine Weeks/End of First Semester/**FULL DAY for ALL STUDENTS**	Friday	December	18
Christmas Holidays Begin (School out for Teachers & Students) **STORM DAY (IF NEEDED)**	Monday	December	21
Records Workday for Teachers	Monday	January	4
Return from Christmas Holidays (Students)	Tuesday	January	5
Martin Luther King Jr's Birthday (Holiday for All)	Monday	January	18
Teacher PLC Planning Day (School Out for Students) **STORM DAY (IF NEEDED)**	Wednesday	February	3
Presidents' Day (School Out for Students & Teachers)	Monday	February	15
End of Third Nine Weeks	Friday	March	12
Spring Holidays Begin	Monday	March	15
Return from Spring Holidays	Monday	March	22
Good Friday (School Out for Students & Teachers)	Friday	March	26
Teacher PLC Planning Day (School out for Students) **STORM DAY (IF NEEDED)**	Wednesday	April	14
High School Testing Day	Monday	May	24
High School Testing Day/Early Release for High School Students Only	Tuesday	May	25
High School Testing Day/End of Fourth Nine Weeks/End of Second Semester/**Last Day of School for ALL STUDENTS/Early Release for ALL STUDENTS**	**Wednesday**	**May**	**26**
Post Planning for Teachers	Thursday	May	27
Post Planning for Teachers	Friday	May	28

STUDENT DAYS		TEACHER DAYS		
Month	Days	Month	Instruct	Other
		July		2
August	16	August	16	5
September	20	September	20	2
October	19	October	19	1
November	15	November	15	2
December	14	December	14	1
January	18	January	18	3
February	18	February	18	1
March	17	March	17	
April	21	April	21	1
May	18	May	18	2
Total	176	Total	196	

PROGRESS REPORTS

Progress reports are available through the District's PARENT PORTAL. Parents may contact the school if no internet access is available.

REPORT CARDS

Report Cards are available through the District's PARENT PORTAL.
October 21, January 13, March 31, June 9

ORIENTATION DATES

Dates and times for orientation by school location can be found at the Bay District Schools' website @ www.bay.k12.fl.us

OPEN HOUSE DATES

High School:	
*Selected Mon. In Sept.	
Middle School:	
*Selected Tues. In Sept.	
Elementary School:	
*Selected Thurs. In Sept.	
*Contact school for specific date	
Board Approved:	10/28/2025

GRADUATION		
School	Month	Day
Bay Virtual	May	14
Rosenwald	May	17
Arnold	May	18
Bay	May	19
MKL	May	20
Mosley	May	20
Bozeman	May	21
Rutherford	May	24
Haney	May	25