

BAY DISTRICT SCHOOLS SALARY PLACEMENT SCHEDULE 2020-2021

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DEFINITIONS

YEARS OF EXPERIENCE FOR PAY PURPOSES (applies to Administrative and Instructional Employees) shall be interpreted to mean the time an employee has been employed in a position or positions of equivalent classifications and not the total years of service as an employee of the Bay County School Board. Progressive advancement in equivalent classifications shall qualify an employee to retain his/her earned experience. Equivalent classification shall be interpreted to mean employees paid on the same Placement Schedule. An employee moving from a position paid from one Placement Schedule to a position paid from another Placement Schedule will begin the new position paygrade at the "0" years' experience on the Placement Schedule except that employee who can document experience as an administrator or as an instructional employee may transfer the approved years of experience to the appropriate Placement Schedule. The Superintendent or his designee will evaluate and recommend the experience for School Board approval.

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)

ADMINISTRATIVE EXPERIENCE:

Only experience in an administrative position will count toward salary computation on the Administrative Placement Schedule (Placement Schedule 2). Leadership positions held (as department head, team leader, etc.) while employed as an instructional employee may be submitted for consideration/review by the Bay District Schools Human Resources Department. Experience as an acting administrator will also count toward computing administrative experience on Placement Schedule 2. See page 32-H for Assistant Administrators.

Any employee wishing to claim administrative experience must make a written request to the Superintendent or his/her designee. Such requests must include written documentation of the specific assignments and time spent in qualifying administrative positions.

EDUCATIONAL SUPPORT PERSONNEL REASSIGNMENTS: A reassignment is movement of an employee from one position to another at the same work site, or from one bus route to another.

EDUCATIONAL PERSONNEL TRANSFERS: A transfer is movement of an employee from one work site to another.

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.

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.

DIRECT DEPOSIT: Direct Deposit participation is mandatory.

INSTRUCTIONAL PERSONNEL & SUBSTITUTES

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 ROTC 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 ROTC instructor positions are determined based upon the Department of Defense and dictated by the specific branch of service. Example: Twelve months and Ten months. These employees do not qualify for annual leave or paid holidays other than noted in paragraph II-D. Since the ROTC Instructor salary and supplements (housing, clothing, etc.) and COLA are determined by the Department of Defense, ROTC instructor salary increases are not part of the Bay District Schools Placement Schedule.
- D. Instructional Employees receive the following paid holidays:
 Monday, September 7, 2020 Friday, December 25, 2020
 Wednesday, November 11, 2020 Friday, January 1, 2021
 Thursday, November 26, 2020 Monday, January 18, 2021
- 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 \$80.00 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. Employees do not receive an automatic step on a Placement Schedule for pay increase.

Grandfathered Instructional Pay Schedule Placement Schedule 1

Board Approved 11/12/2013

	ВА
	\$
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 1, 2020

DC.	\$ Amount
PG 0	36,750
1	36,750
2	
	37,000
3	37,250
4	37,750
5	38,250
6	38,750
7	39,250
8	39,750
9	40,500
10	41,250
11	42,000
12	42,750
13	43,500
14	44,250
15	45,250
16	46,250
17	47,250
18	48,250
19	49,250
20	50,350
21	51,450
22	52,550
23	53,650
24	54,750
25	56,250
	30,200

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.

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 1 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	10%
Assistant Coaches (same sports as above & football)	9%
Head Coach-golf, swimming, tennis, rhythmic gymnastics, cross cou	intry,
weightlifting	6%
Assistant Coach (same sports as above)	4%
Head Coach, Boys/Girls – golf, swimming, tennis, cross country. To	
paid this supplement a coach must have a minimum of five (5) boys	
and five (5) girls participating on each team	10%
Band Director	
Assistant Band Director	9%
Choir Director	
Cheerleader Sponsor	
Assistant Cheerleader Sponsor	6%
Drama Coach	4%

SENIOR HIGH SCHOOL	PERCENT
Department Heads with administrative planning period	4%
Department Heads without administrative planning period	6%
Club Sponsors with administrative planning period	2%
Club Sponsors without administrative planning period	3%
Annual Sponsor	
Academic Team Coach (one per school)	3%
Newspaper Sponsor	4%
MIDDLE SCHOOL	PERCENT
Middle School Athletic Director	_
Middle School Intramural Coach	
Head Coach – basketball, football, soccer, softball, track,	
volleyball, wrestling	7%
Head Coach - tennis	
Head Coach, Boys/Girls – tennis – To be paid this supplement a coac must have a minimum of five (5) boys and girls participating on ea	
team	_
Assistant Coaches	
Band Director	
Choir Director	
Cheerleader Sponsor	
Team Leader/Grade Group Chair	
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	
School Psychologist	10%
School Social Worker	6%
Bus Duty with additional planning period	2%
Bus Duty without additional planning period	3%
Millville and DJJ	5%
School Improvement Team Member	
Peer Teacher (with a maximum of 4 teachers to each Peer Teacher)	
Grant Funded	6%
Teacher serving as: District History Fair Coordinator 6-12, District M	iddle
School Science Fair Coordinator, District High School Science Fair	
Coordinator	5%
*Teacher with one (1) additional period of teaching/full year	
(two (2) per department)	15%
*Teacher with one (1) additional period of teaching/semester	
(two (2) per department)	
*Teacher on Block Schedule with one (1) additional period of teachir	
Full year (two (2) per department)	
*Teacher on Block Schedule with one (1) additional period of teachir	
Semester (two (2) per department)	10%

*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.

Mentor Teacher (with a maximum of 2 teachers to each Mentor Teacher)
(For Professional Development Certification Program Only)
1 st Mentee
2 nd Mentee

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 6 th YR	is equivalent to a Master's Degree earned at a standard institution of higher learning. 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
DOCTORAL	and have been approved for their dissertation will be paid at this level. is equivalent to a Doctorate Degree earned at a standard institution of higher learning.

2020 -2021 Differentiated Pay For Instructional Staff

Critical Shortage Areas

Autism
Chemistry
Reading-Secondary Teachers Only (6-12)
Visually Impaired
ESE Pre-K
Biology
Math 6-12
Hearing Impaired
ESE Pre-K

Physics

Categories are added to the Critical Shortage Areas of employment when five (5) or less qualified and certified applicants apply for positions with Bay District Schools (as evidenced by data in the Human Resources Department).

Critical Shortage Incentives

- Teachers adding an endorsement or certification to their Teacher Certification in a subject area the District has declared a critical shortage (listed above) will receive a one-time bonus of \$1,000 provided they complete a school year (as defined by the Florida retirement system rules) teaching in the critical shortage area and obtain an Effective or higher rating on his/her Instructional Practice and Deliberate Practice. This will not be retroactive for those teachers already having such certification/endorsement.
- 2. Teachers hired later in the year (after the date required to complete a full school year as defined by the Florida Retirement System rules) may qualify for this bonus if:
 - 1. The teacher's contract is renewed for another consecutive year.
 - 2. He/she teaches the second full year in the same critical shortage area.
 - 3. He/she obtains an effective or higher rating on his/her Instructional Practice and Deliberate Practice.

Bonuses to these teachers will be paid at the conclusion of the second year if all qualifying criteria are met and the teacher submits an application.

Endorsements

Once Certification Reimbursement Process is completed, the District will pay the certification test fees for the addition of ESOL and/or Gifted subject area/endorsements to the teaching certificate.

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: New Horizons, St. Andrew, and Margaret K. Lewis School in Millville.

Appendix F 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 (Differentiated Accountability):

- 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 Differentiated Accountability or 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 Differentiated Accountability schools shall receive a one-half share of the bonus paid to teachers at a 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

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.
ВН	\$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.

INSTRUCTIONAL SUBSTITUTES

Daily Instructional Substitute Pay

Instructional substitutes are required to have a minimum of a high school diploma. Rate of pay will be \$10.00 per hour.

Instructional substitutes with a Master's Degree will be paid \$12.00 per hour.

On-Call Instructional Substitute Pay

On-Call instructional substitutes as designated by the Human Resources Department will be paid \$14.28 per hour.

Instructional Aviation Substitute Pay

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

Pre-Conditional and Conditional Substitute Pay

Pre-Conditional and Conditional Substitutes will be paid \$22.50 per hour. This substitute classification requires the substitute to complete and sign an agreement issued by the Human Resources Department. Individuals in this classification are working towards certification by the Florida Department of Education and are filling a vacant instructional position on a full-time basis.

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, 2020

 Wednesday, November 11, 2020

 Thursday, November 26, 2020

 Friday, January 1, 2021

 Monday, January 18, 2021
- 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. Licensed Personnel, who are 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 for Hourly Licensed Personnel can be established at varying hours per day based upon position requirements.
 - 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. Licensed Personnel will be paid \$65.00 per day for participation (outside of normal contract period) in workshops and/or special curriculum development projects. (Rate is based upon a six (6) hour day.)
- 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.

2020-2021 CLASSIFICATION AND PAYGRADES FOR LICENSED PERSONNEL

(Refer to Placement Schedule 5)

LICENSED PERSONNEL	PAYGRADE
School Psychologist	7M
Speech Language Therapist/Masters	
Occupational Therapist	7
Occupational Therapist/Master's Degree	
Physical Therapist	7
Physical Therapist/Master's Degree	
Audiologist/Masters	
Behavior Analyst	
Behavior Analyst/Master's Degree	
Supervisory Nurse	4
Supervisory Nurse/Master's Degree	4M
Registered Nurse/Associates Degree	3
Registered Nurse/Bachelor's Degree	3B
Registered Nurse/Master's Degree	
Physical Therapy Assistant	2
Certified Occupational Therapy Assistant	
Social Worker/Master's Degree w/License in Florida	
Licensed Mental Health Professional (LMHC or LMFT)	7M
NON-LICENSED PERSONNEL	
Social Worker/Master's Degree w/MSW	6
Social Worker/Bachelor's Degree w/BSW	5
Registered Mental Health Professional (MHC or MFT)	6
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	
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	
(QA) I, or EIPA Score of 2.0 – 2.4	
No Certification or Qualifying Credentials	LH1

NOTES:

Licensed personnel, upon the recommendation of their supervisor, 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 and recommended by the Superintendent.

A therapist designated as the coordinating therapist will receive a supplement equal to the supplement paid to resource teachers.

Educational Interpreter for the Hearing Impaired designated as the Coordinating Educational Interpreter will receive a supplement of \$1,500.00.

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

A current licensed employee moving to another licensed position with 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 0 level.

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
- a current licensed employee moving to another licensed position with a lesser pay grade on Placement Schedule 5

Placement Schedule 5 Licensed Personnel Effective: July 1, 2013

Cal	ariad	Position	one
Sai	aried	Positi	ons

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	26,020	26,020	26,020	26,020	26,020	26,127	26,135	26,226	26,684	27,375	28,067	28,739	29,429	30,120	30,793	31,484	32,175	32,847	33,539	34,231	34,902	35,593	36,285	36,959	37,648	37,657
L02	27,382	27,382	27,382	27,382	27,382	27,490	27,497	27,589	28,126	28,878	29,632	30,385	31,138	31,890	32,641	33,395	34,129	34,901	35,654	36,406	37,158	37,932	38,665	39,418	40,170	40,179
L03	31,025	31,025	31,025	31,025	31,025	31,133	31,140	31,230	31,789	32,541	33,272	34,026	34,778	35,553	36,305	37,038	37,790	38,541	39,315	40,069	40,802	41,554	42,305	43,079	43,831	43,843
L3B	34,128	34,128	34,128	34,128	34,128	34,246	34,254	34,353	34,968	35,795	36,599	37,429	38,256	39,108	39,936	40,742	41,569	42,395	43,247	44,076	44,882	45,709	46,536	47,387	48,214	48,227
L3M	36,628	36,628	36,628	36,628	36,628	36,746	36,754	36,853	37,468	38,295	39,099	39,929	40,756	41,608	42,436	43,242	44,069	44,895	45,747	46,576	47,382	48,209	49,036	49,887	50,714	50,727
L04	34,687	34,687	34,687	34,687	34,687	34,795	34,802	34,892	35,431	36,162	36,935	37,688	38,441	39,193	39,926	40,699	41,452	42,205	42,958	43,689	44,461	45,216	45,969	46,722	47,475	47,483
L4M	37,187	37,187	37,187	37,187	37,187	37,295	37,302	37,392	37,931	38,662	39,435	40,188	40,941	41,693	42,426	43,199	43,952	44,705	45,458	46,189	46,961	47,716	48,469	49,222	49,975	49,983
L05	38,328	38,328	38,328	38,328	38,328	38,435	38,443	38,534	39,071	39,823	40,578	41,331	42,104	42,835	43,588	44,340	45,095	45,865	46,599	47,352	48,105	48,858	49,629	50,383	51,115	51,125
L06	41,970	41,970	41,970	41,970	41,970	42,077	42,084	42,174	42,713	43,487	44,239	44,993	45,725	46,477	47,251	48,002	48,756	49,488	50,241	51,014	51,767	52,520	53,271	54,004	54,777	54,786
L07	57,431	57,431	57,431	57,431	57,431	57,538	57,546	57,638	58,053	58,704	59,336	60,006	60,659	61,331	62,000	62,670	63,362	64,075	64,768	65,479	66,212	66,924	67,655	68,387	69,139	69,150
L7M	59,931	59,931	59,931	59,931	59,931	60,038	60,046	60,138	60,553	61,204	61,836	62,506	63,159	63,831	64,500	65,170	65,862	66,575	67,268	67,979	68,712	69,424	70,155	70,887	71,639	71,650

Hourly Positions (Interpreters)
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		urij r	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	- (-	mer p																					
PC	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
LH	1 16.594	4 16.5944	16.5944	16.5944	16.5944	16.6626	16.6677	16.7258	17.0179	17.4585	17.8999	18.3284	18.7685	19.2092	19.6384	20.0791	20.5198	20.9483	21.3897	21.8310	22.2589	22.6996	23.1409	23.5708	24.0102	24.0159
LH	2 17.463	0 17.4630	17.4630	17.4630	17.4630	17.5319	17.5364	17.5950	17.9375	18.4171	18.8980	19.3782	19.8584	20.3380	20.8170	21.2978	21.7659	22.2583	22.7385	23.2181	23.6977	24.1913	24.6588	25.1390	25.6186	25.6244
LH	3 19.786	4 19.7864	19.7864	19.7864	19.7864	19.8552	19.8597	19.9171	20.2736	20.7532	21.2194	21.7003	22.1798	22.6741	23.1537	23.6212	24.1008	24.5797	25.0733	25.5542	26.0217	26.5013	26.9802	27.4739	27.9534	27.9611
LH	4 22.121	8 22.1218	22.1218	22.1218	22.1218	22.1907	22.1952	22.2526	22.5963	23.0625	23.5555	24.0357	24.5159	24.9955	25.4630	25.9560	26.4362	26.9165	27.3967	27.8629	28.3552	28.8367	29.3170	29.7972	30.2774	30.2825
LH	24.44 3	9 24.4439	24.4439	24.4439	24.4439	24.5121	24.5172	24.5753	24.9177	25.3973	25.8788	26.3591	26.8520	27.3182	27.7985	28.2781	28.7596	29.2506	29.7188	30.1990	30.6792	31.1594	31.6511	32.1320	32.5989	32.6052

ADMINISTRATIVE/ SUPERVISORY PERSONNEL

ADMINISTRATIVE/SUPERVISORY PERSONNEL

- A. All full-time Administrative/Supervisory employees employed for 12 months will be paid an annual salary commensurate with experience, classification and paygrade, using Placement Schedule 2.
- B. All full time Administrative/Supervisory employees employed for 12 months receive the following paid holidays:

Thursday, July 2, 2020
Monday, September 7, 2020
Wednesday, November 11, 2020
Thursday, November 26, 2020
Friday, December 24, 2020
Friday, December 25, 2020
Friday, January 1, 2021
Monday, January 18, 2021
Monday, May 31, 2021

C. 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
6 hours monthly
5-9 year employees
10-14 year employees
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 – July 3, 2020 December 21, 2020 – January 1, 2021 March 15 - 19, 2021

June 28 - July 2, 2021 (FY 2021 - 2022)

- E. Administrative/Supervisory Certificated employees holding a specialist's 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/Supervisory 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. Individuals assigned to paygrade 00 may be paid on an hourly basis. The hourly rate will be calculated by dividing the appropriate paygrade and experience level by the total annual hours required for the full-time positions.
- J. Instructional Specialists will be paid \$65.00 per day for participation (outside of normal contract period) in workshops and/or special curriculum development projects. (Rate is based upon a six (6) hour day.)
- K. Instructional Specialist
 - 1. Employed 196 days annually.
 - 2. Paid monthly in 11 equal payments.
 - 3. Teaching experience will be counted toward years of experience on the paygrade for this position. If moved into Assistant Principal or district-level administrative positions, teaching experience will not be considered.
- L. Employees do not receive an automatic step on a Placement Schedule for pay increase.
- M. 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.

2020-2021 CLASSIFICATION AND PAYGRADES FOR ADMINISTRATIVE/SUPERVISORY PERSONNEL

(Refer to Placement Schedule 2)

Deputy Superintendent
Assistant Superintendent for Teaching and Learning Services
Executive Director
Project Director, Beacon Learning Center
Supervisor 37
Coordinator 35
Content Development Leader for Beacon
Projects Coordinator for Beacon
Program Specialist
Administrator on Special AssignmentTBD*
Title IX Coordinator – Lateral TransferTBD*
Instructional Specialist
Instructional Specialist with a Bachelor's Degree A6
Instructional Specialist with a Master's Degree A7
NON-CERTIFICATED PERSONNEL
Executive Director for Business Support Services (CFO)
General Manager of Purchasing, Contracting and Materials Management 42
Director of Management Information Systems
Director of Facilities
Director of Transportation
Director of Communications
Manager of Financial Services
Insurance & Risk Manager
Supervisor of Maintenance 37
Deputy Director of Information Services
Chief of Security Management/Network Operations
Chief Community Relations Officer for Tom P. Haney Technical Center 36
Budget & Business Services Manager
Food Service Program Specialist
Payroll Officer
Purchasing Agent
Transportation Operations Supervisor
District Safety, Security, and Police Chief
Stadium Manager
Project Manager Audio/Visual ITV: Media Services
Finance Officer
Fleet Manager (Transportation)
Public Relations Specialist
Logistics Support Supervisor
District Safety, Security, and Assistant Police Chief
Assistant Finance Officer9
Assistant Payroll Officer 9
Property Records Manager9

SCHOOL-BASED INSTRUCTIONAL ADMINISTRATIVE PERSONNEL

- A. All full-time School-Based Instructional Administrative Personnel will be paid an annual salary commensurate with experience, classification and paygrade, using Placement Schedule 2.
- B. All full time School-Based Instructional Administrative Personnel employed for 12 months receive the following paid holidays:

Thursday, July 2, 2020
Monday, September 7, 2020
Wednesday, November 11, 2020
Thursday, November 26, 2020
Friday, November 26, 2020
Friday, November 27, 2020
Monday, January 18, 2021
Monday, May 31, 2021

C. 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
6 hours monthly
5-9 year employees
8 hours monthly
10-14 year employees
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 – July 3, 2020 December 21, 2020 – January 1, 2021 March 15 - 19, 2021

June 28 - July 2, 2021 (FY 2021 - 2022)

- E. Administrative/Supervisory Certificated employees holding a specialist's 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 full-time School-Based Instructional 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. Principals and Assistant Principals are employed for 12 months.

- H. Assistant Administrators
 - 1. Employed 196 days annually
 - 2. Paid monthly in 11 equal payments
 - 3. Teaching experience will be counted toward years of experience on the paygrade for this position. If moved into Assistant Principal or district-level administrative positions, teaching experience will not be considered.
 - 4. Years of experience spent as Assistant Administrator will be counted as years of administrative experience for pay purposes on Placement Schedule 2.
 - 5. If an Assistant Administrator holds a bachelor's degree instead of a master's degree, they will be paid on Placement Schedule 2, paygrade 4.
- I. Assistant Administrators will be paid \$65.00 per day for participation (outside of normal contract period) in workshops and/or special curriculum development projects. (Rate is based upon a six (6) hour day.)
- J. Individuals assigned to paygrade 0 may be paid on an hourly basis. The hourly rate will be calculated by dividing the appropriate paygrade and experience level by the total annual hours required for the full-time positions.
- K. Interim or Acting School-Based Administrators will be paid at the appropriate paygrade.
- L. Employees do not receive an automatic step on a Placement Schedule for pay increase.
- M. 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 (conform to all applicable Florida Statutes).

ADMINISTRATIVE ALLOCATIONS - Per Staffing Formula Board Approved 04/28/20

Elementary Schools

- 1 Principal
- 1 Assistant Administrator (10 month)

*Beginning with 2010-2011 School Year, APs were no longer assigned to elementary schools. Current elementary Assistant Principals were "Grandfathered in".

- Beginning with the 2019-2020 School Year, Lucille Moore Elementary will have an additional Assistant Administrator assigned.
- Beginning with the 2020-2021 School Year, Cedar Grove Elementary will have an additional Assistant Administrator assigned.

K through 8 School

- 1 Principal
- 2 Assistant Principals (12 month)
- 1 Assistant Administrator (10 month)

Pre-K through 12 School

- 1 Principal
- 2 Assistant Principals (12 month)

Assistant Administrator (10 month) for enrollment:

Enrollment 0-900 = 1

Enrollment 901-1200 = 2

Enrollment 1201-1500 = 3

Enrollment 1501 - 1800 = 4

Middle Schools

- 1 Principal
- 1 Assistant Principal (12 month)

Assistant Administrator (10 month) for enrollment:

Enrollment 0-750 = 1

Enrollment 751-1000 = 2

Enrollment 1001-1300 = 3

High Schools

- 1 Principal
- 2 Assistant Principals (12 month)

Assistant Administrator (10 month) for enrollment:

Enrollment 0-900 = 1

Enrollment 901-1499 = 2

Enrollment 1500-1799 = 3

Enrollment 1800 + = 4

Rosenwald High School (6-12 school)

- 1 Principal
- 1 Assistant Principal (12 month)
- 1 Assistant Administrator (10 month)

Haney (funded through Workforce)

- 1 Director
- 1 Assistant Director
- 2 Assistant Administrators (11 month) Funded thru Workforce

New Horizons (oversees DJJ)

- 1 Principal
- 1 Assistant Principal (12 month)

Margaret K. Lewis School in Millville

- 1 Principal
- 1 Assistant Principal (12 month)

St. Andrew School

- 1 Principal
- 1 Assistant Administrator (10 month)

Rutherford High School (6-12 school)

- 1 Principal
- 3 Assistant Principals (12 month)
- 2 Assistant Administrators (10 month)

Arnold Pre-K

1 Assistant Administrator

2020-2021 CLASSIFICATION AND PAYGRADES FOR SCHOOL-BASED ADMINISTRATIVE PERSONNEL

(Refer to Placement Schedule 2)

CERTIFICATED PERSONNEL PAYGRADE Principal of High Schools & Bozeman......44 Principal/Director of Haney Technical Center44 Principal of Middle Schools, New Horizons, Margaret K. Lewis in Millville, Rosenwald High School & Breakfast Point Academy......42 Assistant Principal of High Schools, Bozeman36 Assistant Principal of Middle Schools, Rosenwald, Breakfast Point Academy, Head Football Coach/Athletic Director34 Head Football Coach32 Assistant Principal of Elementary Schools28 Assistant AdministratorA7 Administrator on Special AssignmentTBD* Turnaround Principal – Lateral TransferTBD*

^{*}TBD - To Be Determined

SALARIED ADMINISTRATIVE, NON-SUPERVISORY & TECHNICAL PERSONNEL

- A. All full-time Salaried Administrative, Non-Supervisory & Technical personnel employed for 12 months will be paid on annual salary commensurate with experience, classification and paygrade using Placement Schedule 2.
- B. All full time Salaried Administrative, Non-Supervisory & Technical employees employed for 12 months receive the following paid holidays:

Thursday, July 2, 2020 Monday, September 7, 2020 Wednesday, November 11, 2020 Thursday, November 26, 2020 Friday, November 27, 2020 Thursday, December 24, 2020 Friday, December 25, 2020 Friday, January 1, 2021 Monday, January 18, 2021 Monday, May 31, 2021

C. 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
6 hours monthly
7 hours monthly
8 hours monthly
10 hours monthly
10 year employees
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 – July 3, 2020 December 21, 2020 – January 1, 2021 March 15 - 19, 2021

June 28 - July 2, 2021 (FY 2021 - 2022)

- E. The Board shall provide Salaried Administrative, Non-Supervisory & Technical 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. Employees do not receive an automatic step on a Placement schedule for pay increase.
- G. 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.

2020-2021 CLASSIFICATION AND PAYGRADES SALARIED ADMINISTRATIVE, NON-SUPERVISORY & TECHNICAL PERSONNEL

(See Placement Schedule 2)

PAYGRADE

Project Supervisor/Technology and eLearning	20
Project Manager/Programming Systems	
Project Manager/Building Code Inspector/Plans Examiner	
Project Manager/Building Official	
Property Manager	
Supervisor of Security Management/Network Operations	
Project Manager	
Senior Systems Administrator	
Web Database Manager	
System Consultant I	. 28
System Consultant II	.26
System Consultant III	
Certification/Compliance HR Administrator	
Installation and Maintenance Manager	
Project Manager/IT Support Services	.18
Project Manager/Network Operations	
Building Automation Systems/Energy Conservation Systems Manager	.17
Budget Analyst	. 15
Webmaster	
Lead Program Manager for Online Learning	.13
System Analyst	.12
Data Specialist	.12
Network Analyst	.11
Security Analyst	.11
Claims Investigator	.10
Capital Projects Contracts Manager	9
Contracts Manager/Inspector	9
Program Manager for Online Learning	
Technical Support Analyst	
Remote Systems Analyst	
Telecom Analyst	
Food Service System Support Specialist	
User Support Analyst	
Sales and Marketing Assistant for Beacon Learning Center	2
Employee Benefits Manager	
Enterprise Office Manager for Beacon Learning Center	1
Web Technician	
Safety Officer/Trainer	
	+
10 Month Employees on Placement Schedule 2	
ITV Technology Manager	.A6
2. v . com.o.ogyaage	.,
Part Time Employees on Placement Schedule 2	
Fine Arts Operations Coordinator	22
(Position will always be paid at level zero in regard to experience.)	_
Live Events Technical Operations Coordinator	.22
(Position will always be paid at level zero in regard to experience.)	•

2020-2021 DIFFERENTIATED PAY FOR ADMINISTRATORS

High Risk of Personal Injury

Principals, Assistant Principals and Assistant Administrators 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, St. Andrew, and New Horizons Learning Center.

Evaluation Rating

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

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

DIFFERENTIATED PAY FOR BAY DISTRICT SCHOOL-BASED PRINCIPALS, ASSISTANT PRINCIPALS, AND/OR ASSISTANT ADMINISTRATORS LEADING SCHOOLS THAT HAVE BEEN RATED BY THE FLDOE AS A "D" OR AN "F" AND 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 onetime 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 assistant administrators recommended by the Superintendent to transfer and lead schools in Turnaround Status.
- Principals, assistant principals, and/or assistant administrators who
 previously transferred or are currently assigned to a school in
 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 assistant administrator.
- 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 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 assistant administrator may be paid for the
 year following the D or F school grade rating.

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

Placement Schedule 2 Effective: July 1, 2017 Administrative & Supervisory Personnel and Salaried Non-Administrative, Non-Supervisory & Technical Personnel

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
A6	38,034	38,434	38,834	39,234	39,634	40,034	40,674	41,314	41,954	42,594	43,234	44,034	44,834	45,634	46,434	47,394	48,354	49,314	50,274	51,234	52,194	53,154	54,114	55,074	56,034	56,994
A7	39,485	39,885	40,285	40,685	41,085	41,485	42,125	42,765	43,405	44,045	44,685	45,485	46,285	47,085	47,885	48,685	49,645	50,605	51,565	52,525	53,485	54,445	55,405	56,365	57,325	58,285
OA	33,054	33,454	33,854	34,254	34,654	35,054	35,694	36,334	36,974	37,614	38,254	39,054	39,854	40,654	41,454	42,254	43,214	44,174	45,134	46,094	47,054	48,014	48,974	49,934	50,894	51,854
00	24,213	24,613	25,013	25,413	25,813	26,213	26,853	27,493	28,133	28,773	29,413	30,213	31,013	31,813	32,613	33,413	34,373	35,333	36,293	37,253	38,213	39,173	40,133	41,093	42,053	43,013
01	33,244	33,644	34,044	34,444	34,844	35,244	35,884	36,524	37,164	37,804	38,444	39,244	40,044	40,844	41,644	42,444	43,404	44,364	45,324	46,284	47,244	48,204	49,164	50,124	51,084	52,044
02	34,172	34,572	34,972	35,372	35,772	36,172	36,812	37,452	38,092	38,732	39,372	40,172	40,972	41,772	42,572	43,372	44,332	45,292	46,252	47,212	48,172	49,132	50,092	51,052	52,012	52,972
03	35,093	35,493	35,893	36,293	36,693	37,093	37,733	38,373	39,013	39,653	40,293	41,093	41,893	42,693	43,493	44,293	45,253	46,213	47,173	48,133	49,093	50,053	51,013	51,973	52,933	53,893
04	36,739	37,139	37,539	37,939	38,339	38,739	39,379	40,019	40,659	41,299	41,939	42,739	43,539	44,339	45,139	45,939	46,899	47,859	48,819	49,779	50,739	51,699	52,659	53,619	54,579	55,539
05	36,934	37,334	37,734	38,134	38,534	38,934	39,574	40,214	40,854	41,494	42,134	42,934	43,734	44,534	45,334	46,134	47,094	48,054	49,014	49,974	50,934	51,894	52,854	53,814	54,774	55,734
06	37,861	38,261	38,661	39,061	39,461	39,861	40,501	41,141	41,781	42,421	43,061	43,861	44,661	45,461	46,261	47,061	48,021	48,981	49,941	50,901	51,861	52,821	53,781	54,741	55,701	56,661
07	38,782	39,182	39,582	39,982	40,382	40,782	41,422	42,062	42,702	43,342	43,982	44,782	45,582	46,382	47,182	47,982	48,942	49,902	50,862	51,822	52,782	53,742	54,702	55,662	56,622	57,582
08	39,703	40,103	40,503	40,903	41,303	41,703	42,343	42,983	43,623	44,263	44,903	45,703	46,503	47,303	48,103	48,903	49,863	50,823	51,783	52,743	53,703	54,663	55,623	56,583	57,543	58,503
09	40,627	41,027	41,427	41,827	42,227	42,627	43,267	43,907	44,547	45,187	45,827	46,627	47,427	48,227	49,027	49,827	50,787	51,747	52,707	53,667	54,627	55,587	56,547	57,507	58,467	59,427
10	41,547	41,947	42,347	42,747	43,147	43,547	44,187	44,827	45,467	46,107	46,747	47,547	48,347	49,147	49,947	50,747	51,707	52,667	53,627	54,587	55,547	56,507	57,467	58,427	59,387	60,347
11	42,467	42,867	43,267	43,667	44,067	44,467	45,107	45,747	46,387	47,027	47,667	48,467	49,267	50,067	50,867	51,667	52,627	53,587	54,547	55,507	56,467	57,427	58,387	59,347	60,307	61,267
12	43,388	43,788	44,188	44,588	44,988	45,388	46,028	46,668	47,308	47,948	48,588	49,388	50,188	50,988	51,788	52,588	53,548	54,508	55,468	56,428	57,388	58,348	59,308	60,268	61,228	62,188
13	44,313	44,713	45,113	45,513	45,913	46,313	46,953	47,593	48,233	48,873	49,513	50,313	51,113	51,913	52,713	53,513	54,473	55,433	56,393	57,353	58,313	59,273	60,233	61,193	62,153	63,113
14	45,238	45,638	46,038	46,438	46,838	47,238	47,878	48,518	49,158	49,798	50,438	51,238	52,038	52,838	53,638	54,438	55,398	56,358	57,318	58,278	59,238	60,198	61,158	62,118	63,078	64,038
15	46,160	46,560	46,960	47,360	47,760	48,160	48,800	49,440	50,080	50,720	51,360	52,160	52,960	53,760	54,560	55,360	56,320	57,280	58,240	59,200	60,160	61,120	62,080	63,040	64,000	64,960
16	47,086	47,486	47,886	48,286	48,686	49,086	49,726	50,366	51,006	51,646	52,286	53,086	53,886	54,686	55,486	56,286	57,246	58,206	59,166	60,126	61,086	62,046	63,006	63,966	64,926	65,886
17	48,007	48,407	48,807	49,207	49,607	50,007	50,647	51,287	51,927	52,567	53,207	54,007	54,807	55,607	56,407	57,207	58,167	59,127	60,087	61,047	62,007	62,967	63,927	64,887	65,847	66,807
18	48,928	49,328	49,728	50,128	50,528	50,928	51,568	52,208	52,848	53,488	54,128	54,928	55,728	56,528	57,328	58,128	59,088	60,048	61,008	61,968	62,928	63,888	64,848	65,808	66,768	67,728
19	49,849	50,249	50,649	51,049	51,449	51,849	52,489	53,129	53,769	54,409	55,049	55,849	56,649	57,449	58,249	59,049	60,009	60,969	61,929	62,889	63,849	64,809	65,769	66,729	67,689	68,649
20	50,767	51,167	51,567	51,967	52,367	52,767	53,407	54,047	54,687	55,327	55,967	56,767	57,567	58,367	59,167	59,967	60,927	61,887	62,847	63,807	64,767	65,727	66,687	67,647	68,607	69,567
21	51,688	52,088	52,488	52,888	53,288	53,688	54,328	54,968	55,608	56,248	56,888	57,688	58,488	59,288	60,088	60,888	61,848	62,808	63,768	64,728	65,688	66,648	67,608	68,568	69,528	70,488
22	52,612	53,012	53,412	53,812	54,212	54,612	55,252	55,892	56,532	57,172	57,812	58,612	59,412	60,212	61,012	61,812	62,772	63,732	64,692	65,652	66,612	67,572	68,532	69,492	70,452	71,412
23	53,537	53,937	54,337	54,737	55,137	55,537	56,177	56,817	57,457	58,097	58,737	59,537	60,337	61,137	61,937	62,737	63,697	64,657	65,617	66,577	67,537	68,497	69,457	70,417	71,377	72,337
24	54,457	54,857	55,257	55,657	56,057	56,457	57,097	57,737	58,377	59,017	59,657	60,457	61,257	62,057	62,857	63,657	64,617	65,577	66,537	67,497	68,457	69,417	70,377	71,337	72,297	73,257
25	55,381	55,781	56,181	56,581	56,981	57,381	58,021	58,661	59,301	59,941	60,581	61,381	62,181	62,981	63,781	64,581	65,541	66,501	67,461	68,421	69,381	70,341	71,301	72,261	73,221	74,181
26	56,302	56,702	57,102	57,502	57,902	58,302	58,942	59,582	60,222	60,862	61,502	62,302	63,102	63,902	64,702	65,502	66,462	67,422	68,382	69,342	70,302	71,262	72,222	73,182	74,142	75,102
27	57,228	57,628	58,028	58,428	58,828	59,228	59,868	60,508	61,148	61,788	62,428	63,228	64,028	64,828	65,628	66,428	67,388	68,348	69,308	70,268	71,228	72,188	73,148	74,108	75,068	76,028
28	58,148	58,548	58,948	59,348	59,748	60,148	60,788	61,428	62,068	62,708	63,348	64,148	64,948	65,748	66,548	67,348	68,308	69,268	70,228	71,188	72,148	73,108	74,068	75,028	75,988	76,948
29	59,070	59,470	59,870	60,270	60,670	61,070	61,710	62,350	62,990	63,630	64,270	65,070	65,870	66,670	67,470	68,270	69,230	70,190	71,150	72,110	73,070	74,030	74,990	75,950	76,910	77,870
30	59,996	60,396	60,796	61,196	61,596	61,996	62,636	63,276	63,916	64,556	65,196	65,996	66,796	67,596	68,396	69,196	70,156	71,116	72,076	73,036	73,996	74,956	75,916	76,876	77,836	78,796
31	60,916	61,316	61,716	62,116	62,516	62,916	63,556	64,196	64,836	65,476	66,116	66,916	67,716	68,516	69,316	70,116	71,076	72,036	72,996	73,956	74,916	75,876	76,836	77,796	78,756	79,716
32	61,840	62,240	62,640	63,040	63,440	63,840	64,480	65,120	65,760	66,400	67,040	67,840	68,640	69,440	70,240	71,040	72,000	72,960	73,920	74,880	75,840	76,800	77,760	78,720	79,680	80,640
33	62,761	63,161	63,561	63,961	64,361	64,761	65,401	66,041	66,681	67,321	67,961	68,761	69,561	70,361	71,161	71,961	72,921	73,881	74,841	75,801	76,761	77,721	78,681	79,641	80,601	81,561
34	63,684	64,084	64,484	64,884	65,284	65,684	66,324	66,964	67,604	68,244	68,884	69,684	70,484	71,284	72,084	72,884	73,844	74,804	75,764	76,724	77,684	78,644	79,604	80,564	81,524	82,484
35	64,603	65,003	65,403	65,803	66,203	66,603	67,243	67,883	68,523	69,163	69,803	70,603	71,403	72,203	73,003	73,803	74,763	75,723	76,683	77,643	78,603	79,563	80,523	81,483	82,443	83,403
36	65,528	65,928	66,328	66,728	67,128	67,528	68,168	68,808	69,448	70,088	70,728	71,528	72,328	73,128	73,928	74,728	75,688	76,648	77,608	78,568	79,528	80,488	81,448	82,408	83,368	84,328
37	66,450	66,850	67,250	67,650	68,050	68,450	69,090	69,730	70,370	71,010	71,650	72,450	73,250	74,050	74,850	75,650	76,610	77,570	78,530	79,490	80,450	81,410	82,370	83,330	84,290	85,250
38 39	67,372 68,294	67,772 68,694	68,172 69,094	68,572 69,494	68,972 69,894	69,372 70,294	70,012 70,934	70,652 71,574	71,292	71,932 72,854	72,572 73,494	73,372 74,294	74,172	74,972 75,894	75,772 76,694	76,572	77,532 78,454	78,492 79,414	79,452 80,374	80,412 81,334	81,372 82,294	82,332 83,254	83,292 84,214	84,252 85,174	85,212 86,134	86,172 87,094
40									72,214				75,094			77,494										
41	69,217 70,140	69,617 70,540	70,017 70,940	70,417 71,340	70,817 71,740	71,217	71,857 72,780	72,497 73,420	73,137 74,060	73,777 74,700	74,417 75,340	75,217 76,140	76,017 76,940	76,817 77,740	77,617 78,540	78,417 79,340	79,377 80,300	80,337 81,260	81,297 82,220	82,257 83,180	83,217 84,140	84,177 85,100	85,137 86,060	86,097 87,020	87,057 87,980	88,017 88,940
42	71,063	71,463	71,863	72,263	72,663	73,063	73,703	74,343	74,080	75,623	76,263	77,063	77,863	78,663	79,463	80,263	81,223	82,183	83,143	84,103	85,063	86,023	86,983	87,943	88,903	89,863
43	71,063	72,389	72,789	73,189	73,589	73,989	74,629	75,269	75,909	76,549	77,189	77,063	78,789	79,589	80,389	81,189	82,149	83,109	84,069	85,029	85,989	86,949	87,909	88,869	89,829	90,789
44	72,906	73,306	73,706	74,106	74,506	74,906	75,546	76,186	76,826	77,466	78,106	78,906	79,706	80,506	81,306	82,106	83,066	84,026	84,986	85,946	86,906	87,866	88,826	89,786	90,746	
45	73,832	74,232	74,632	75,032	75,432	75,832	76,472	77,112	77,752	78,392	79,032	79,832	80,632	81,432	82,232	83,032	83,992	84,952	85,912	86,872	87,832	88,792	89,752	90,712	91,672	92,632
46	74,754	75,154	75,554	75,954	76,354	76,754	77,394	78,034	78,674	79,314	79,954	80,754	81,554	82,354	83,154	83,954	84,914	85,874	86,834	87,794	88,754	89,714	90,674	91,634	92,594	93,554
47	75,672	76,072	76,472	76,872	77,272	77,672	78,312	78,952	79,592	80,232	80,872	81,672	82,472	83,272	84,072	84,872	85,832	86,792	87,752	88,712	89,672	90,632	91,592	92,552	93,512	94,472
48	76,592	76,992	77,392	77,792	78,192	78,592	79,232	79,872	80,512	81,152	81,792	82,592	83,392	84,192	84,992	85,792	86,752	87,712	88,672	89,632	90,592	91,552	92,512	93,472	94,432	95,392
49	77,516	77,916	78,316	78,716	79,116	79,516	80,156	80,796	81,436	82,076	82,716	83,516	84,316	85,116	85,916	86,716	87,676	88,636	89,596	90,556	91,516	92,476	93,436	94,396	95,356	96,316
50	78,442	78,842	79,242	79,642	80,042	80,442	81,082	81,722	82,362	83,002	83,642	84,442	85,242	86,042	86,842	87,642	88,602	89,562	90,522	91,482	92,442	93,402	94,362	95,322	96,282	97,242
ш	-,	-,	-,	.,	,	,=	. ,	- ,	. ,	,	,	- ,=	,=	,	,	- /	/	/	,	. ,	. ,	1/	. ,	,	,	

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 moving to another 12-month administrative position with a higher pay grade on Placement Schedule 2 will have their current salary increased an amount equal to the difference between the current pay grade and the new pay grade at the 0 level.

The Administrative Placement Schedule 2 will be used to determine an employee's beginning salary for the following situations:

- an administrator being hired from outside the District
- an employee that is currently being paid from another Salary Schedule
- an employee that is changing from a 10 month pay grade within the administrative schedule
- a current 12-month administrator moving to another 12-month position with a lesser pay grade on Placement Schedule 2

A new 12-month administrator moving from the 12-month Support Personnel Salary Schedule may be granted up to 15 years of related experience in Bay District Schools.

EDUCATIONAL SUPPORT PERSONNEL

EDUCATIONAL SUPPORT PERSONNEL

- A. All educational support employees are paid an hourly rate according to the employee's paygrade and years' experience using Placement Schedule 3 & 3A.
- 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. Less than full-time employees are classified in School Board Policy 5.101. 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, 2020 Friday, December 25, 2020 Wednesday, November 11, 2020 Friday, January 1, 2021 Thursday, November 26, 2020 Monday, January 18, 2021

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

Thursday, July 2, 2020
Monday, September 7, 2020
Wednesday, November 11, 2020
Thursday, November 26, 2020
Friday, November 27, 2020
Thursday, November 27, 2020
Thursday, November 27, 2020
Thursday, November 27, 2020
Thursday, December 24, 2020
Friday, December 24, 2020
Friday, December 25, 2020
Friday, January 1, 2021
Monday, January 18, 2021

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 – July 3, 2020 December 21, 2020 – January 1, 2021 March 15 - 19, 2021

June 28 - July 2, 2021 (FY 2021 - 2022)

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
6 hours monthly
5-9 year employees
8 hours monthly
10-14 year employees
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.

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

Friday, December 25, 2020 Friday, January 1, 2021

- G. 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.
- H. Hours and duties are assigned by the administrator responsible for the employee's daily routine and payroll.
- H. Insurance benefits for Educational Support are detailed in the Master Contract.
- I. Support Personnel will be paid \$60.00 per day for participation (outside of normal contract period) in workshops and/or special curriculum development projects. (Rate is based upon a six (6) hour day.)
- 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 "Highly Effective" or "Effective" in order to qualify for a salary increase. Such increases are not automatic but will be determined through negotiations.

2020-2021 CLASSIFICATION AND PAYGRADES FOR EDUCATIONAL SUPPPORT PERSONNEL

(Hourly Employees Refer to Placement Schedule 3) (Annual Salaried Employees Refer to Placement Schedule 3A)

GENERAL CLERICAL	PAYGRADE
Clerk III Clerk II Clerk I Clerk I Clerk I Office Clerk II Office Clerk I Instructional Specialist Assistant Secretary II Secretary I	
TEACHER ASSISTANTS	
Parent Liaison Language Assistant Support Paraprofessional Instructional Paraprofessional (passing score on the Parapro test Instructional Paraprofessional (AA, AS, 60 college credit hours) Paraprofessional III (Current employees only) Haney GED Specialist Behavioral Paraprofessional Registered Behavior Technician ESOL Instructional Paraprofessional Guidance Paraprofessional	
ACCOUNTING AND FINANCE	
Inventory Audit Clerk I	21 25 24 25 25
MISCELLANEOUS	
Aide, Community Services Activity Leader Student Screener Mail Attendant Clerk I – Media Services Job Coach –Exceptional Student Education Child Find Assistant	

MISCELLANEOUS (continued)	PAYGRA
Purchasing Clerk	21
Records Clerk II: Media Services Instructional Materials	
Records Clerk II: Media Services	
Records Clerk II: Circulation	21
Records Clerk II	
Records Clerk I	
Testing Clerk	
Data Entry Manager III	
Data Entry Manager II	
Data Entry Manager I	
District Safety OfficerLicensed Practical Nurse	
Voluntary Pre-Kindergarten Associate	
AYP Mentor/Parent Educator	
Employment Specialist – ESE	
HUMAN RESOURCES	
District Receptionist	14
Substitute Teacher Registrar	27
Instructional Staffing Specialist I (current employee only)	32
TECHNICAL	
Instructional Television Technician: Media Services	
Application Support Analyst	
Instructional Television Specialist: Media Services	
Frogrammer/Analyst	
OPERATIONS	
Student Helper	_
Laborer	
Maid	
Telephone ReceptionistLaborer & Deliveryman	
Courier II	
Courier III	
Background Check Specialist	
Safety & Security Tele-Communicator and Video Specialist	
District Media Services Multimedia Technician	
Warehouseman I (Warehouse)	35
Warehouseman II (Warehouse)	
Drug Dog Handler (part-time)	
Custodian III	
Custodian II	
Head Custodian IV	
Head Custodian III	
Head Custodian I	

PAYGRADE

TRANSPORTATION	PAYGRADE
School Bus Paraprofessional. Transportation Specialist	
MAINTENANCE	
Semi-skilled Craftsman Stadium Custodian II Equipment Operator. Logistics Supply Clerk Work Control Technology Specialist. Painter Treatment Plant Operator/Exterminator. Carpenter Helper. Carpenter. Plumber Helper Plumber. Warehouseman II (Maintenance) Locksmith Helper Locksmith Electrical Helper Electrician HVAC Helper HVAC Refrigeration Mechanic HVAC Controls Mechanic Welding/Sheet metal Mechanic Automotive Mechanic (Maintenance) Brick/Block Mason Boiler man Equipment Mechanic Kitchen Equipment Technician Turf and Irrigation Specialist	143024303526352635263526352635263538383838
NOTES: Substitute and temporary help, with the exception of custodial, wil	I be paid at

the "0" experience level on the lowest level paygrade for the classification for

which they are hired. Custodial substitutes will be paid minimum wage.

2020-2021 Differentiated Pay for Educational Support Personnel

High Risk of Personal Injury

- A. Full-time paraprofessionals (6 hours or more) at Margaret K. Lewis School in Millville, St. Andrew and New Horizons (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 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 who work more than half the year on routes to and/or from Margaret K. Lewis School in Millville, St. Andrews and/ or New Horizons will receive an annual supplement of \$250 per year. To be eligible for this supplement, bus paraprofessionals 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 will be paid in the final check of the school year.

Autism

Full-time paraprofessionals (6 hours or more) working in the District's specially designed classes for children with autism (excluding those at ESE center schools) will receive a supplement of \$535 to be paid in two equal installments. Those paraprofessionals 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.

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
01	Minimur																									
02	8.57	8.57	8.57	8.57	8.63	8.71	9.06	9.34	9.52	9.74	9.96	10.16	10.33	10.51	10.74	10.96	11.17	11.34	11.57	11.74	11.93	12.12	12.33	12.55	12.77	13.27
03	9.85	9.85	9.85	9.85	9.90	9.95	10.20	10.51	10.64	10.74	10.93	11.02	11.15	11.42	11.55	11.71	11.77	11.97	12.11	12.34	12.53	12.63	12.75	12.86	12.96	13.45
04	9.97	9.97	9.97	9.97	10.03	10.10	10.33	10.64	10.72	10.92	11.02	11.15	11.31	11.55	11.73	11.80	11.78	12.12	12.25	12.54	12.66	12.77	12.73	13.09	13.22	13.45
05	10.13	10.13	10.13	10.13	10.19	10.10	10.33	10.72	10.72	11.02	11.15	11.31	11.42	11.73	11.73	11.97	12.12	12.12	12.23	12.66	12.77	12.77	13.08	13.18	13.28	13.69
06	10.23	10.13	10.13	10.23	10.13	10.23	10.41	10.72	11.06	11.02	11.35	11.52	11.64	11.88	12.03	12.19	12.35	12.48	12.63	12.88	13.08	13.20	13.39	13.50	13.64	14.08
07	10.23	10.23	10.23	10.23	10.50	10.56	10.74	11.06	11.23	11.37	11.56	11.69	11.83	12.11	12.23	12.19	12.56	12.48	12.77	13.14	13.25	13.40	13.52	13.65	13.78	14.24
08	10.55	10.55	10.55	10.55	10.61	10.66	10.74	11.23	11.38	11.58	11.72	11.87	12.03	12.32	12.41	12.62	12.75	12.92	13.06	13.34	13.52	13.65	13.78	13.89	14.04	14.45
09	10.75	10.75	10.75	10.75	10.80	10.85	11.05	11.38	11.58	11.72	11.72	12.03	12.19	12.40	12.41	12.73	12.73	13.06	13.18	13.52	13.65	13.81	13.99	14.09	14.20	14.67
10																										
	10.84	10.84	10.84	10.84	10.90	10.95	11.21	11.55	11.69	11.83	11.97	12.13	12.27	12.58	12.68	12.82	13.05	13.16	13.38	13.61	13.79	13.93	14.08	14.20	14.32	14.78
11	10.97	10.97	10.97	10.97	11.02	11.10	11.31	11.64	11.78	11.92	12.13	12.27	12.45	12.68	12.82	13.06	13.18	13.39	13.50	13.81	13.99	14.17	14.33	14.47	14.53	15.03
12	11.06	11.06	11.06	11.06	11.12	11.17	11.40	11.74	11.89	12.07	12.24	12.39	12.56	12.79	13.01	13.14	13.36	13.44	13.66	13.93	14.08	14.23	14.40	14.50	14.59	15.08
13	11.12	11.12	11.12	11.12	11.17	11.23	11.52	11.87	12.03	12.23	12.34	12.55	12.65	12.96	13.12	13.36	13.44	13.64	13.79	14.07	14.23	14.41	14.57	14.75	14.86	15.34
14	11.33	11.33	11.33	11.33	11.38	11.43	11.72	12.06	12.24	12.39	12.59	12.66	12.89	13.16	13.39	13.50	13.67	13.84	14.04	14.33	14.49	14.66	14.77	14.86	14.99	15.42
15	11.46	11.46	11.46	11.46	11.52	11.58	11.85	12.21	12.34	12.55	12.65	12.88	13.01	13.36	13.45	13.66	13.82	14.01	14.16	14.48	14.66	14.78	14.91	15.04	15.16	15.62
16	11.57	11.57	11.57	11.57	11.62	11.67	11.89	12.25	12.51	12.62	12.86	12.97	13.16	13.44	13.66	13.79	14.00	14.16	14.33	14.66	14.83	15.03	15.19	15.31	15.50	15.93
17	11.66	11.66	11.66	11.66	11.72	11.77	12.05	12.41	12.60	12.79	12.92	13.12	13.28	13.58	13.78	13.91	14.09	14.27	14.49	14.78	14.97	15.14	15.29	15.46	15.53	15.98
18	11.76	11.76	11.76	11.76	11.82	11.88	12.19	12.56	12.65	12.88	13.06	13.25	13.43	13.70	13.89	14.07	14.24	14.41	14.58	14.91	15.11	15.29	15.52	15.64	15.73	16.24
19	11.90	11.90	11.90	11.90	11.96	12.01	12.26	12.63	12.87	13.01	13.22	13.38	13.57	13.87	14.07	14.24	14.40	14.57	14.75	15.06	15.27	15.49	15.64	15.73	15.85	16.36
20	12.03	12.03	12.03	12.03	12.08	12.15	12.49	12.87	13.01	13.22	13.38	13.57	13.76	14.06	14.24	14.41	14.59	14.81	14.98	15.34	15.53	15.70	15.84	16.00	16.13	16.64
21	12.25	12.25	12.25	12.25	12.30	12.35	12.61	12.99	13.22	13.38	13.57	13.76	13.93	14.26	14.43	14.59	14.85	15.02	15.21	15.55	15.73	15.92	16.10	16.21	16.33	16.77
22	12.34	12.34	12.34	12.34	12.40	12.45	12.74	13.12	13.33	13.53	13.68	13.88	14.07	14.40	14.57	14.75	14.97	15.15	15.29	15.70	15.85	16.07	16.21	16.37	16.50	16.97
23	12.43	12.43	12.43	12.43	12.48	12.56	12.88	13.27	13.45	13.65	13.87	14.04	14.22	14.56	14.75	14.93	15.15	15.29	15.55	15.85	16.07	16.29	16.49	16.59	16.73	17.21
24	12.62	12.62	12.62	12.62	12.67	12.73	13.05	13.44	13.65	13.81	14.03	14.20	14.43	14.74	14.93	15.14	15.29	15.53	15.71	16.06	16.29	16.48	16.65	16.75	16.88	17.38
25	12.79	12.79	12.79	12.79	12.86	12.93	13.22	13.62	13.81	14.03	14.20	14.43	14.58	14.93	15.15	15.39	15.57	15.75	15.92	16.37	16.50	16.73	16.96	17.05	17.16	17.67
26	12.90	12.90	12.90	12.90	12.96	13.01	13.29	13.69	13.91	14.15	14.33	14.53	14.76	15.03	15.26	15.51	15.70	15.88	16.08	16.47	16.66	16.85	17.02	17.15	17.27	17.76
27	13.04	13.04	13.04	13.04	13.09	13.14	13.48	13.88	14.11	14.27	14.48	14.68	14.86	15.22	15.47	15.59	15.81	16.02	16.25	16.58	16.79	17.00	17.25	17.35	17.48	17.95
28	13.14	13.14	13.14	13.14	13.20	13.25	13.54	13.95	14.18	14.40	14.57	14.81	15.00	15.39	15.57	15.76	15.96	16.20	16.38	16.75	16.98	17.17	17.37	17.50	17.58	18.08
29	13.23	13.23	13.23	13.23	13.28	13.37	13.70	14.11	14.29	14.50	14.75	14.89	15.14	15.51	15.70	15.88	16.10	16.33	16.52	16.91	17.09	17.33	17.52	17.65	17.82	18.32
30	13.36	13.36	13.36	13.36	13.41	13.46	13.77	14.18	14.43	14.60	14.84	15.05	15.24	15.59	15.81	16.02	16.25	16.43	16.62	17.03	17.29	17.46	17.65	17.76	17.89	18.36
31	13.45	13.45	13.45	13.45	13.50	13.57	13.90	14.32	14.53	14.78	14.99	15.16	15.46	15.76	15.96	16.24	16.42	16.59	16.84	17.24	17.43	17.68	17.90	18.02	18.17	18.67
32	13.64	13.64	13.64	13.64	13.69	13.76	14.11	14.53	14.76	14.91	15.16	15.40	15.62	15.96	16.20	16.38	16.59	16.82	17.04	17.40	17.68	17.82	18.02	18.13	18.28	18.76
33	13.76	13.76	13.76	13.76	13.81	13.87	14.18	14.60	14.86	15.06	15.29	15.52	15.73	16.09	16.33	16.54	16.74	16.98	17.18		17.80	18.04	18.31	18.44	18.61	19.11
34	13.87	13.87	13.87	13.87	13.93	13.98	14.35	14.78	14.99	15.22	15.46		15.81	16.24	16.43	16.66	16.85	17.14	17.30	17.73	18.01	18.14	18.32	18.45	18.62	19.12
35		13.94	13.94	13.94	13.99	14.05	14.43	14.86	15.11	15.34	15.56	15.75	16.04	16.35	16.58	16.82	17.04	17.25	17.54	17.87	18.10	18.35	18.62	18.71	18.81	19.32
36	14.08	14.08	14.08	14.08	14.13	14.21	14.56	15.00	15.23	15.47	15.69	15.88	16.12	16.52	16.73	16.97	17.18	17.50	17.62	18.06	18.30	18.53	18.71	18.87	18.99	19.55
37		14.18	14.18	14.18	14.24	14.30		15.12	15.39	15.62	15.80	16.05	16.27	16.62	16.85	17.14	17.30	17.56	17.84	18.17	18.45	18.68	18.91	19.02	19.16	19.64 19.78
38	14.33	14.33	14.33	14.33	14.38	14.43	14.79	15.23	15.51	15.71 15.80	15.96 16.06	16.17	16.43	16.81	17.04 17.16	17.25	17.54 17.59	17.64 17.89	17.92 18.06	18.35	18.62	18.81	18.99	19.16	19.28	20.01
		14.41					14.92	15.38	15.62			16.29	16.51			17.43				18.53	18.72					20.01
40	14.51	14.51	14.51	14.51	14.57	14.63	15.05	15.50	15.71 15.88	15.96 16.12	16.17	16.43	16.64	17.04	17.25 17.54	17.54 17.69	17.74 17.97	17.99	18.22	18.67	18.88	19.09 19.40	19.39	19.49	19.64	20.14
\vdash							15.20	15.65					16.84								19.10					20.41
42	14.82	14.82	14.82	14.82	14.87	14.92	15.30 15.42	15.76 15.88	16.05	16.29	16.51	16.73	17.02 17.08	17.43 17.55	17.59	17.90	18.07	18.37	18.62	19.02	19.28	19.51 19.67	19.76 19.91	19.91	20.07	20.59
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44	15.05 15.27	15.05 15.27	15.05 15.27	15.05 15.27	15.11	15.16 15.40	15.60 15.80	16.07	16.35	16.56	16.81	17.05 17.32	17.33 17.50	17.69 17.92	17.99 18.18	18.22	18.45 18.69	18.73	18.93	19.44	19.67	19.94 20.18	20.20	20.33	20.44	21.19
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46	15.46 15.56	15.46 15.56	15.46 15.56	15.46 15.56		15.57	15.98 16.07	16.46	16.69	16.98	17.16 17.35	17.46 17.58	17.73	18.10	18.38	18.63	18.88	19.20	19.44	19.85	20.12	20.38	20.65	20.78	20.87	21.44
\vdash					15.61	15.68																				
48	15.70	15.70	15.70	15.70	15.75	15.81	16.24	16.73	17.02	17.31	17.50	17.76	18.03	18.46	18.74	18.97	19.27	19.51	19.76	20.27	20.50	20.79	21.08	21.20	21.34	21.84
	15.86	15.86	15.86	15.86	15.91	15.96	16.49	16.98	17.16	17.46	17.73	17.99	18.30	18.69	18.93	19.25	19.49	19.74	20.02	20.47	20.78	21.06	21.34	21.47	21.61	22.17
50	16.06	16.06	16.06	16.06	16.11	16.17	16.56	17.06	17.38	17.68	17.91	18.17	18.43	18.87	19.20	19.44	19.70	19.96	20.22	20.75	20.96	21.24	21.55	21.67	21.78	22.35

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	07	00	00	10	11	12	12	14	15	16	17	10	10	20	21	22	22	24	25
~	19,095	08 19,494	09 19.910	20,383	11 20,775	12 21,115	13 21,507	14 21,978	15 22,424	16 22,842	17 23,184	18 23,654	19 24,047	20 24,441	21 24,806	22 25,223	23 25.642	24 26,130	25 27,174
`	21,499	21,771	21,980	22,346	22,558	22,817	23,392	23,606	23,968	24,130	24,492	24,779	25,249	25,591	25,853	26,116	26,299	26,510	27,503
,	21,761	21,954	22,346		22,817	23,131	23,602	24,020	24,153	24,492	24,806	25,067	25,616	25,906	26,168	26,430	26,796	27,058	27,961
	21,945	22,346	22,558	22.817	23,131	23,396	24,017	24,153	24,492	24,806	25,067	25,330	25,902	26,168	26,403	26,768	26,979	27,189	28,038
	22,362	22,608	22,949	23,211	23,576	23,837	24,308	24,597	24,910	25,277	25,540	25,853	26,349	26,768	27,006	27,395	27,606	27,919	28,799
	22,624	22,974	23,261	23,627	23,918	24,205	24,776	25,016	25,305	25,667	25,931	26,169	26,870	27,110	27,422	27,661	27,948	28,183	29,129
	22,992	23,288	23,679	23,995	24,283	24,597	25,195	25,409	25,826	26,116	26,429	26,717	27,263	27,659	27,948	28,183	28,444	28,732	29,588
	23,277	23,679	23,995	24,283	24,597	24,910	25,379	25,775	26,088	26,402	26,716	26,979	27,655	27,948	28,235	28,629	28,838	29,047	30,017
	23,591	23,917	24,205	24,492	24,831	25,095	25,718	25,959	26,248	26,689	26,927	27,370	27,866	28,209	28,522	28,811	29,047	29,282	30,249
_	23,827	24,127	24,388		25,095	25,511	25,956	26,248	26,715	26,979	27,395	27,606	28,231	28,629	28,994	29,308	29,594	29,754	30,732
												27,971							30,858
	24,037	24,336	24,703		25,356	25,668 25,879	26,190	26,584	26,874	27,318	27,503		28,520	28,811	29,099	29,463	29,675	29,884	31,392
	24,274	24,597	25,014	<u> </u>	25,642	<u> </u>	26,528	26,849	27,318	<u> </u>	27,918	28,209	28,808			29,831	30,171	30,432	
	24,692	25,041	25,356 25,642		25,907	26,373	26,925	27,395	27,606	27,999	28,313	28,730	29,307	29,647	29,987	30,225	30,432	30,643	31,569
	25,083	25,252			26,349	26,586	27,314	27,529		28,260	28,653	28,968	29,617	29,986	30,250	30,564	30,751	31,010	31,975
	25,083	25,564	25,829	26,297	26,533	26,927	27,499	27,971	28,211	28,652	28,968	29,308	29,981	30,354	30,720	31,063	31,324	31,714	32,610
	25,396	25,775	26,191	26,403	26,846	27,187	27,787	28,181	28,470	28,836	29,178	29,646	30,246	30,616	30,955	31,295 31,765	31,610	31,793	32,686
	25,658	25,879	26,349	26,716	27,108	27,475	28,073	28,443	28,784	· ·	29,490	29,856	30,558	30,904	31,294		32,003	32,188	33,220
	25,841	26,322	26,586		27,371	27,762	28,387	28,783	29,123	29,463	29,831	30,171	30,822	31,269	31,688	32,002	32,188	32,448	33,499
	26,312	26,586	27,055	27,371	27,762	28,129	28,781	29,123	29,490	29,882	30,300	30,641	31,371	31,790	32,107	32,421	32,735	33,000	34,031
	26,574	27,055	27,371	27,762	28,129	28,522	29,146	29,543	29,883	30,404	30,694	31,112	31,814	32,185	32,603	32,945	33,156	33,419	34,313
	26,861	27,238	27,684	28,024	28,419	28,783	29,461	29,831	30,171	30,615	30,981	31,295	32,100	32,447	32,867	33,155	33,495	33,756	34,743
	27,176	27,527	27,947	28,390	28,731	29,072	29,800	30,170		30,981		31,818	32,443	32,867	33,310	33,729	33,965	34,229	35,226
	27,489	27,946	28,235	28,730	29,047	29,542	30,142	30,589	30,955	31,295	31,789	32,134	32,862	33,310	33,703	34,043	34,282	34,568	35,556
	27,882	28,234	28,730		29,542	29,857	30,586	30,981	31,478	31,872	32,238	32,606	33,489	33,756	34,226	34,695	34,883	35,093	36,166
	28,038	28,469	28,940	<u> </u>	29,751	30,197	30,743	31,243	31,739	32,107	32,524	32,892	33,672	34,070	34,515	34,830	35,064	35,328	36,342
	28,405	28,887	29,178		30,039	30,431	31,135	31,635	31,926	32,343	32,762	33,257	33,937	34,356	34,802	35,300	35,511	35,747	36,725
	28,563	29,019	29,462	29,831	30,300	30,693	31,474	31,872	32,264	32,657	33,127	33,519	34,273	34,750	35,118	35,535	35,799	35,983	36,980
	28,902	29,229	29,672	30,169	30,511	30,954	31,736	32,107	32,524	32,942	33,416	33,808	34,589	34,961	35,480	35,850	36,113	36,478	37,462
	29,034	29,542	29,910	30,379	30,772	31,191	31,920	32,343	32,762	33,257	33,627	33,991	34,848	35,376	35,693	36,111	36,374	36,585	37,563
		29,751		30,667						33,600				35,641		36,608		37,161	38,198
	29,739	30,197			31,503	31,974	32,653		33,519		34,436	34,880	35,612		36,480	36,896	37,082	37,369	38,376
	29,896	30,429		31,293	31,765	32,185	32,939	33,416		34,253			36,080	36,425	36,947	37,444	37,734	38,073	39,087
	30,235	30,667	31,137	31,609	32,028	32,344	33,251	33,627	34,069	34,515	35,061	35,406	36,313	36,868	37,108	37,473	37,761	38,101	39,113
	30,418	30,903	31,374		32,238	32,811	33,464	33,939		34,880	35,301	35,873	36,525	37,051	37,523	38,097	38,285	38,495	39,545
	30,680	31,164		32,083	32,524	32,970	33,803		34,724	35,143	35,795	36,034	36,992	37,420		38,283	38,597	38,887	39,977
	30,943	31,478	31,974		32,837	33,284	33,988	34,514		35,406	35,926	36,500		37,757	38,230	38,703	38,965	39,176	40,206
		31,738	32,134		33,075	33,622	34,404	34,880		35,873	36,086	36,659	37,519	38,097	38,493	38,884	39,174	39,437	40,485
	31,466	31,974	32,317	32,863	33,310	33,781	34,562	35,090	35,639	36,005	36,580	37,000	37,910	38,309	38,857	39,433	39,698	39,857	40,943
	31,727	32,134		33,075	33,622	34,042	34,877	35,301	35,873	36,344	36,817	37,287	38,199	38,622	39,067	39,694	39,882	40,169	41,195
	32,014	32,523	32,970	33,518	33,990	34,487	35,242	35,873	36,215	36,763	37,287	37,759	38,618	39,094	39,720	40,219	40,406	40,641	41,729
	32,250	32,837	33,310	33,781	34,226	34,825	35,634	36,005	36,605	37,025	37,574	38,098	38,958	39,434	39,931	40,428	40,745	41,058	42,161
	32,514	33,047	33,598	34,042	34,565	34,934	35,893	36,344	36,869	37,418	37,837	38,360	39,168	39,773	40,246	40,741	40,978	41,321	42,364
	32,876			34,408	34,905	35,479	36,211	36,814		37,759	38,333		39,767	40,246		41,370	41,584	41,818	42,922
	33,296	33,807	34,252	34,852	35,454	35,799	36,654	37,182	37,757	38,256	38,676	39,328	40,188	40,741	41,317	41,686	41,948	42,340	43,355
	33,664	34,145	34,749	35,092	35,688	36,318	37,049	37,603	38,124	38,621	39,275	39,774	40,634	41,160	41,684	42,258	42,499	42,734	43,864
	33,897	34,408	34,905	35,505	35,980	36,501	37,439	37,890	38,464	38,884	39,433	39,956	40,947	41,500	41,946	42,468	42,734	43,022	44,141
					1	1				1	1								

43,388

43,939 44,226

44,330 44,567

43,650

44,701

45,362

45,718

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. Less than full-time employees are classified in School Board Policy 5.101. 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:

Thursday, July 2, 2020
Monday, September 7, 2020
Wednesday, November 11, 2020
Thursday, November 26, 2020
Friday, November 26, 2020
Friday, November 27, 2020
Monday, May 31, 2021
Monday, May 31, 2021

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 – July 3, 2020 December 21, 2020 – January 1, 2021 March 15 - 19, 2021

June 28 - July 2, 2021 (FY 2021 - 2022)

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
6 hours monthly
5-9 year employees
8 hours monthly
10-14 year employees
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.

- F. Refer to the School Board Policies for terms and conditions of employment related to confidential personnel.
- G. Hours and duties are assigned by the administrator responsible for the employee's daily routine and payroll.
- H. 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.
- I. 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.
- J. 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.
- K. A current confidential employee moving to another confidential position with 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 0 level.

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
- a current confidential employee moving to another confidential position with a lesser pay grade on Placement Schedule 4

2020-2021 CLASSIFICATIONS AND PAYGRADES FOR CONFIDENTIAL PERSONNEL

(Refer to Placement Schedule 4)

PAYGRADE

Assistant to the School Board Members	50
Administrative Assistant to the Superintendent	
Assistant to the Deputy Superintendent	
Assistant to the Superintendent	
Assistant to the Assistant Superintendent for Teaching and Learning	
Services	43
Assistant to the Executive Director	40
Assistant to the Executive Director for Business Support Services	40
Assistant to the Executive Director for Operational Support Services	40
Assistant to the Executive Director of Human Resources & Employee	
Support Services	40
Safety & Security Operational Specialist	35
Assistant to the Director	30
Assistant to the Director of K-12 & Adult Instructional Services	30
Assistant to the Director of Student Services	
Assistant to the Director of Facilities	
Assistant to the Information Services Director	
High School Administrative Secretary (Haney & Bozeman)	
Administrative Secretary II (current employees)	
Assistant to the Coordinator	25
Assistant to the Coordinator of Pre-K (VPK & ESE) Education	
Assistant to the Coordinator of Bay BASE	
Assistant to the Coordinator of Staff Development and Title II	25
Assistant to the Coordinator of Extra-Curricular Activities & Title IX	
Compliance	
Assistant to the Title I Supervisor	
Assistant to Supervisor of Instructional Media Services	
Assistant to Supervisor of Maintenance	25
Assistant to General Manager of Purchasing, Contracting and Materials	2.5
Management	
Assistant to the Business Office	25
Middle School Administrative Secretary (New Horizons, Margaret K.	2-
Lewis in Millville, Rosenwald High School & Breakfast Point)	25
Elementary School Administrative Secretary	
Human Resources Specialist	
Food Service Specialist I	
Food Service Specialist II	ノ1

Placement Schedule 4

Confidential Personnel

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
21	26,607	26,607	26,607	26,607	26,607	26,712	26,720	26,809	26,945	27,420	27,689	28,107	28,479	28,901	29,247	29,616	29,987	30,488	30,781	31,204	31,914	32,288	32,712	33,029	33,266	33,507
25	27,797	27,797	27,797	27,797	27,797	27,903	27,910	27,998	28,188	28,611	29,034	29,405	29,907	30,252	30,675	31,097	31,572	31,970	32,315	32,712	33,577	33,877	34,323	34,800	34,987	35,200
30	29,013	29,013	29,013	29,013	29,013	29,118	29,125	29,214	29,405	29,907	30,330	30,727	31,203	31,627	32,023	32,444	32,868	33,370	33,743	34,085	34,953	35,486	35,779	36,227	36,494	36,706
35	30,335	30,335	30,335	30,335	30,335	30,440	30,448	30,537	30,779	31,280	31,808	32,208	32,657	33,160	33,556	34,033	34,535	34,984	35,406	35,988	36,649	37,152	37,629	38,207	38,401	38,585
40	31,551	31,551	31,551	31,551	31,551	31,656	31,664	31,751	32,100	32,526	33,130	33,452	34,031	34,403	34,983	35,406	35,988	36,465	36,916	37,389	38,311	38,739	39,190	39,796	40,010	40,276
43	32,305	32,305	32,305	32,305	32,305	32,410	32,419	32,506	32,906	33,385	33,912	34,337	34,957	35,278	35,884	36,358	36,939	37,419	37,854	38,421	39,304	39,797	40,314	40,816	41,042	41,361
45	33,059	33,059	33,059	33,059	33,059	33,164	33,173	33,262	33,712	34,243	34,693	35,221	35,883	36,152	36,783	37,312	37,890	38,370	38,792	39,452	40,296	40,856	41,437	41,835	42,075	42,444
50	34,909	34,909	34,909	34,909	34,909	35,014	35,022	35,112	35,405	36,040	36,649	37,126	37,679	38,208	38,714	39,397	39,876	40,457	40,961	41,570	42,541	42,998	43,604	44,212	44,481	44,693

Effective: July 1, 2013

SAFETY & SECURITY PERSONNEL

SAFETY & SECURITY PERSONNEL

- 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.
- C. Full-time Safety & Security individuals receive the following paid holidays: Monday, September 7, 2020 Friday, December 25, 2020 Wednesday, November 11, 2020 Friday, January 1, 2021 Thursday, November 26, 2020 Monday, January 18, 2021
- D. 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.
- 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. 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.
- G. 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.
- H. Safety & Security Personnel will be paid \$65.00 per day for participation (outside of the normal contract period) in workshops and/or training sessions. (Rate is based upon a six (6) hour day.)
- 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 \$4,000.00 (only one (1) is applicable). Safety & Security Personnel designated as a Sergeant will be paid a supplement of \$2,000.00 (two (2) are applicable: one (1) serves multiple sites and one (1) is stationed at a school site).

2020-2021 CLASSIFICATION AND PAYGRADES FOR SAFETY & SECURITY PERSONNEL

(Refer to Placement Schedule 6)

- K. 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 \$30.00 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 \$120.00 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 \$120.00 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.
- L. Employees on Placement Schedule 6 are on annual contract.

Placement Schedule 6

Safety & Security Personnel

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
S1	28,500	N/A																								

Effective: July 1, 2018

Hourly 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
SH10	19.4672	N/A																								

PAYROLL SCHEDULES

BAY DISTRICT SCHOOLS ADMINISTRATIVE PAYROLL SCHEDULE FISCAL YEAR 2020 - 2021

Pay Type 001 / 12 Checks Board & Superintendent

		PAYROLL			NUMBER	LEAVE	INSURANCE
	RUN#	DATE	PAY PERIO	DATES	OF DAYS	DUE	DEDUCTIONS
NO. 1	12	7/30/2020	7/1/2020	7/18/2020	18	7/21/2020	August
NO. 2	14	8/31/2020	7/19/2020	8/15/2020	28	8/18/2020	September
NO. 3	16	9/30/2020	8/16/2020	9/12/2020	28	9/15/2020	October
NO. 4	18	10/30/2020	9/13/2020	10/10/2020	28	10/15/2020	November
NO. 5	20	11/30/2020	10/11/2020	11/14/2020	35	11/17/2020	December
NO. 6	22	12/18/2020	11/15/2020	12/12/2020	28	12/11/2020 **	January
NO. 7	24	1/29/2021	12/13/2020	1/16/2021	35	1/19/2021	February
NO. 8	26	2/26/2021	1/17/2021	2/13/2021	28	2/17/2021	March
NO. 9	28	3/31/2021	2/14/2021	3/13/2021	28	3/22/2021	April
NO. 10	30	4/30/2021	3/14/2021	4/17/2021	35	4/20/2021	May
NO. 11	32	5/28/2021	4/18/2021	5/15/2021	28	5/18/2021	June
NO. 12	34	6/24/2021	5/16/2021	6/30/2021	46	6/17/2021 *	July
					365		

^{*} Leave Due - Projected payroll.

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). 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).

^{**} Leave Due - Payroll Due the same day it ends.

BAY DISTRICT SCHOOLS ADMINISTRATIVE PAYROLL SCHEDULE FISCAL YEAR 2020 - 2021

Pay Type 002 / 12 Checks Pay Type 043 / Part-Time Hourly

Administrative, Supervisory, Non-Administrative, Non-Supervisory & Technical Personnel

		PAYROLL			NUMBER	LEAVE	INSURANCE
	RUN#	DATE	PAY PERIO	D DATES	OF DAYS	DUE	DEDUCTIONS
NO. 1	12	7/30/2020	7/1/2020	7/18/2020	11	7/21/2020	August
NO. 2	14	8/31/2020	7/19/2020	8/15/2020	20	8/18/2020	September
NO. 3	16	9/30/2020	8/16/2020	9/12/2020	20	9/15/2020	October
NO. 4	18	10/30/2020	9/13/2020	10/10/2020	20	10/15/2020	November
NO. 5	20	11/30/2020	10/11/2020	11/14/2020	25	11/17/2020	December
NO. 6	22	12/18/2020	11/15/2020	12/12/2020	20	12/11/2020 **	January
NO. 7	24	1/29/2021	12/13/2020	1/16/2021	18	1/19/2021	February
NO. 8	26	2/26/2021	1/17/2021	2/13/2021	20	2/17/2021	March
NO. 9	28	3/31/2021	2/14/2021	3/13/2021	20	3/22/2021	April
NO. 10	30	4/30/2021	3/14/2021	4/17/2021	20	4/20/2021	May
NO. 11	32	5/28/2021	4/18/2021	5/15/2021	20	5/18/2021	June
NO. 12	34	6/24/2021	5/16/2021	6/30/2021	30	6/17/2021 *	July
					244		

Pay Type 003 / 11 Checks

Administrative Assistants & Instructional Specialists

		PAYROLL			NUMBER	LEAVE	INSURANCE
	RUN#	DATE	PAY PERIO	D DATES	OF DAYS	DUE	DEDUCTIONS
NO. 1	14	8/31/2020	7/29/2020	8/15/2020	11	8/18/2020	Aug. & Sept.
NO. 2	16	9/30/2020	8/16/2020	9/12/2020	20	9/15/2020	October
NO. 3	18	10/30/2020	9/13/2020	10/10/2020	20	10/15/2020	November
NO. 4	20	11/30/2020	10/11/2020	11/14/2020	24	11/17/2020	December
NO. 5	22	12/18/2020	11/15/2020	12/12/2020	16	12/11/2020 **	January
NO. 6	24	1/29/2021	12/13/2020	1/16/2021	17	1/19/2021	February
NO. 7	26	2/26/2021	1/17/2021	2/13/2021	20	2/17/2021	March
NO. 8	28	3/31/2021	2/14/2021	3/13/2021	19	3/22/2021	April
NO. 9	30	4/30/2021	3/14/2021	4/17/2021	19	4/20/2021	May
NO. 10	32	5/28/2021	4/18/2021	5/15/2021	20	5/18/2021	June
NO. 11	34	6/24/2021	5/16/2021	6/30/2021	10	6/17/2021 *	July
					196		

^{*} Leave Due - Projected payroll.

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).

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).

^{**} Leave Due - Payroll Due the same day it ends.

BAY DISTRICT SCHOOLS CONFIDENTIAL & 12 MONTH SUPPORT PAYROLL SCHEDULE FISCAL YEAR 2020 - 2021

Pay Type 009, 019, 023, 033, 040 & 041 / 24 Checks

Including Substitute Clerical, Temporary Employees & Custodial - Pay Type 010, 025 & 034 (No Insurance Deductions applicable)

	RUN	PAYROLL			NUMBER	LEAVE	* INSURANCE
	#	DATE	PAY PERIO	D DATES	OF DAYS	DUE	DEDUCTIONS
NO. 1	11	7/16/2020	7/1/2020	7/4/2020	1	7/7/2020	1/2 August
NO. 2	12	7/30/2020	7/5/2020	7/18/2020	10	7/21/2020	1/2 August
NO. 3	13	8/14/2020	7/19/2020	8/1/2020	10	8/4/2020	1/2 September
NO. 4	14	8/31/2020	8/2/2020	8/15/2020	10	8/18/2020	1/2 September
NO. 5	15	9/16/2020	8/16/2020	8/29/2020	10	9/1/2020	1/2 October
NO. 6	16	9/30/2020	8/30/2020	9/12/2020	10	9/15/2020	1/2 October
NO. 7	17	10/16/2020	9/13/2020	9/26/2020	10	9/29/2020	1/2 November
NO. 8	18	10/30/2020	9/27/2020	10/10/2020	10	10/15/2020	1/2 November
NO. 9	19	11/16/2020	10/11/2020	10/24/2020	10	10/29/2020	1/2 December
NO. 10	20	11/30/2020	10/25/2020	11/14/2020	15	11/17/2020	1/2 December
NO. 11	21	12/16/2020	11/15/2020	11/28/2020	10	12/1/2020	1/2 January
NO. 12	22	12/18/2020	11/29/2020	12/12/2020	10	12/11/2020 **	1/2 January
NO. 13	23	1/15/2021	12/13/2020	1/2/2021	8	1/5/2021	1/2 February
NO. 14	24	1/29/2021	1/3/2021	1/16/2021	10	1/19/2021	1/2 February
NO. 15	25	2/16/2021	1/17/2021	1/30/2021	10	2/2/2021	1/2 March
NO. 16	26	2/26/2021	1/31/2021	2/13/2021	10	2/17/2021	1/2 March
NO. 17	27	3/12/2021	2/14/2021	2/27/2021	10	3/2/2021	1/2 April
NO. 18	28	3/31/2021	2/28/2021	3/13/2021	10	3/22/2021	1/2 April
NO. 19	29	4/16/2021	3/14/2021	4/3/2021	10	4/6/2021	1/2 May
NO. 20	30	4/30/2021	4/4/2021	4/17/2021	10	4/20/2021	1/2 May
NO. 21	31	5/14/2021	4/18/2021	5/1/2021	10	5/4/2021	1/2 June
NO. 22	32	5/28/2021	5/2/2021	5/15/2021	10	5/18/2021	1/2 June
NO. 23	33	6/16/2021	5/16/2021	5/29/2021	10	6/2/2021	1/2 July
NO. 24	34	6/24/2021	5/30/2021	6/30/2021	20	6/17/2021 *	1/2 July
					244	_	_

^{*} Leave Due - Projected payroll.

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). 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).

^{**} Leave Due - Payroll Due the same day it ends.

BAY DISTRICT SCHOOLS BAY BASE 12 MONTH STAFF PAYROLL SCHEDULE FISCAL YEAR 2020 - 2021 Pay Type 027 & 028 / 24 Checks

		RUN	PAYROLL			NUMBER	LEAVE	* INSURANCE
		#	DATE	PAY PERIOD	DATES	OF DAYS	DUE	DEDUCTIONS
NO.	1	11	7/16/2020	7/1/2020	7/4/2020	3	7/7/2020	1/2 August
NO. 2	2	12	7/30/2020	7/5/2020	7/18/2020	10	7/21/2020	1/2 August
NO. 3	3	13	8/14/2020	7/19/2020	8/1/2020	10	8/4/2020	1/2 September
NO. 4	4	14	8/31/2020	8/2/2020	8/15/2020	10	8/18/2020	1/2 September
NO.	5	15	9/16/2020	8/16/2020	8/29/2020	10	9/1/2020	1/2 October
NO.	6	16	9/30/2020	8/30/2020	9/12/2020	10	9/15/2020	1/2 October
NO.	7	17	10/16/2020	9/13/2020	9/26/2020	10	9/29/2020	1/2 November
NO. 8	8	18	10/30/2020	9/27/2020	10/10/2020	10	10/15/2020	1/2 November
NO. 9	9	19	11/16/2020	10/11/2020	10/24/2020	10	10/29/2020	1/2 December
NO. 1	0	20	11/30/2020	10/25/2020	11/14/2020	15	11/17/2020	1/2 December
NO. 1	1	21	12/16/2020	11/15/2020	11/28/2020	10	12/1/2020	1/2 January
NO. 1	2	22	12/18/2020	11/29/2020	12/12/2020	10	12/11/2020 **	1/2 January
NO. 1	3	23	1/15/2021	12/13/2020	1/2/2021	15	1/5/2021	1/2 February
NO. 1	4	24	1/29/2021	1/3/2021	1/16/2021	10	1/19/2021	1/2 February
NO. 1	5	25	2/16/2021	1/17/2021	1/30/2021	10	2/2/2021	1/2 March
NO. 1	6	26	2/26/2021	1/31/2021	2/13/2021	10	2/17/2021	1/2 March
NO. 1	7	27	3/12/2021	2/14/2021	2/27/2021	10	3/2/2021	1/2 April
NO. 1	8	28	3/31/2021	2/28/2021	3/13/2021	10	3/22/2021	1/2 April
NO. 1	9	29	4/16/2021	3/14/2021	4/3/2021	15	4/6/2021	1/2 May
NO. 2	0	30	4/30/2021	4/4/2021	4/17/2021	10	4/20/2021	1/2 May
NO. 2	1	31	5/14/2021	4/18/2021	5/1/2021	10	5/4/2021	1/2 June
NO. 2	2	32	5/28/2021	5/2/2021	5/15/2021	10	5/18/2021	1/2 June
NO. 2	3	33	6/16/2021	5/16/2021	5/29/2021	10	6/2/2021	1/2 July
NO. 2	4	34	6/24/2021	5/30/2021	6/30/2021	23	6/17/2021 *	1/2 July
						261		

^{*} Leave Due - Projected payroll.

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).

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).

^{**} Leave Due - Payroll Due the same day it ends.

BAY DISTRICT SCHOOLS INSTRUCTIONAL PAYROLL SCHEDULE FISCAL YEAR 2020 - 2021 Pay Type 005 & 051 / 24 Checks

	RUN	PAYROLL			NUMBER	LEAVE	INSURANCE
	#	DATE	PAY PERIOD DATES		OF DAYS	DUE	DEDUCTIONS
NO. 1	13	8/14/2020	7/29/2020	8/1/2020	2	8/4/2020	1/2 September
NO. 2	14	8/31/2020	8/2/2020	8/15/2020	9	8/18/2020	1/2 September
NO. 3	15	9/16/2020	8/16/2020	8/29/2020	10	9/1/2020	1/2 October
NO. 4	16	9/30/2020	8/30/2020	9/12/2020	10	9/15/2020	1/2 October
NO. 5	17	10/16/2020	9/13/2020	9/26/2020	10	9/29/2020	1/2 November
NO. 6	18	10/30/2020	9/27/2020	10/10/2020	10	10/15/2020	1/2 November
NO. 7	19	11/16/2020	10/11/2020	10/24/2020	9	10/29/2020	1/2 December
NO. 8	20	11/30/2020	10/25/2020	11/14/2020	15	11/17/2020	1/2 December
NO. 9	21	12/16/2020	11/15/2020	11/28/2020	6	12/1/2020	1/2 January
NO. 10	22	12/18/2020	11/29/2020	12/12/2020	10	12/11/2020 **	1/2 January
NO. 11	23	1/15/2021	12/13/2020	1/2/2021	7	1/5/2021	1/2 February
NO. 12	24	1/29/2021	1/3/2021	1/16/2021	10	1/19/2021	1/2 February
NO. 13	25	2/16/2021	1/17/2021	1/30/2021	10	2/2/2021	1/2 March
NO. 14	26	2/26/2021	1/31/2021	2/13/2021	10	2/17/2021	1/2 March
NO. 15	27	3/12/2021	2/14/2021	2/27/2021	9	3/2/2021	1/2 April
NO. 16	28	3/31/2021	2/28/2021	3/13/2021	10	3/22/2021	1/2 April
NO. 17	29	4/16/2021	3/14/2021	4/3/2021	9	4/6/2021	1/2 May
NO. 18	30	4/30/2021	4/4/2021	4/17/2021	10	4/20/2021	1/2 May
NO. 19	31	5/14/2021	4/18/2021	5/1/2021	10	5/4/2021	1/2 June
NO. 20	32	5/28/2021	5/2/2021	5/15/2021	10	5/18/2021	1/2 June
NO. 21	33	6/16/2021	5/16/2021	5/28/2021	10	6/2/2021	1/2 July
NO. 22	35	6/16/2021			0		1/2 July
NO. 23	36	6/16/2021			0		1/2 August
NO. 24	37	6/16/2021			0		1/2 August
					196		

^{*} Leave Due - Projected payroll.

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).

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).

^{**} Leave Due - Payroll Due the same day it ends.

BAY DISTRICT SCHOOLS INSTRUCTIONAL AND LICENSED PAYROLL SCHEDULE FISCAL YEAR 2020 – 2021

Instructional - Pay Type 004, 006, & 042 / 20 Checks Licensed - Pay Type 030 & 031 / 20 Checks

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

	RUN	PAYROLL			NUMBER	LEAVE	* INSURANCE
	#	DATE	PAY PERIO	D DATES	OF DAYS	DUE	DEDUCTIONS
NO. 1	14	8/31/2020	7/29/2020	8/15/2020	11	8/18/2020	September
NO. 2	15	9/16/2020	8/16/2020	8/29/2020	10	9/1/2020	1/2 October
NO. 3	16	9/30/2020	8/30/2020	9/12/2020	10	9/15/2020	1/2 October
NO. 4	17	10/16/2020	9/13/2020	9/26/2020	10	9/29/2020	1/2 November
NO. 5	18	10/30/2020	9/27/2020	10/10/2020	10	10/15/2020	1/2 November
NO. 6	19	11/16/2020	10/11/2020	10/24/2020	9	10/29/2020	1/2 December
NO. 7	20	11/30/2020	10/25/2020	11/14/2020	15	11/17/2020	1/2 December
NO. 8	21	12/16/2020	11/15/2020	11/28/2020	6	12/1/2020	1/2 Jan. & Summer
NO. 9	22	12/18/2020	11/29/2020	12/12/2020	10	12/11/2020 **	1/2 Jan. & Summer
NO. 10	23	1/15/2021	12/13/2020	1/2/2021	7	1/5/2021	1/2 Feb. & Summer
NO. 11	24	1/29/2021	1/3/2021	1/16/2021	10	1/19/2021	1/2 Feb. & Summer
NO. 12	25	2/16/2021	1/17/2021	1/30/2021	10	2/2/2021	1/2 Mar. & Summer
NO. 13	26	2/26/2021	1/31/2021	2/13/2021	10	2/17/2021	1/2 Mar. & Summer
NO. 14	27	3/12/2021	2/14/2021	2/27/2021	9	3/2/2021	1/2 April & Summer
NO. 15	28	3/31/2021	2/28/2021	3/13/2021	10	3/22/2021	1/2 April & Summer
NO. 16	29	4/16/2021	3/14/2021	4/3/2021	9	4/6/2021	1/2 May & Summer
NO. 17	30	4/30/2021	4/4/2021	4/17/2021	10	4/20/2021	1/2 May & Summer
NO. 18	31	5/14/2021	4/18/2021	5/1/2021	10	5/4/2021	1/2 June & Summer
NO. 19	32	5/28/2021	5/2/2021	5/15/2021	10	5/18/2021	1/2 June & Summer
NO. 20	33	6/16/2021	5/16/2021	5/28/2021	10	6/2/2021	1/2 July
					196		

^{*} Leave Due - Projected payroll.

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).

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 2020-2021 to be applied as follows:

Three (3) deductions for remaining 1/2 of July 2021 premium
Six (6) deductions for August 2021 premium
Three (3) deductions for 1/2 of September 2021 premium

^{**} Leave Due - Payroll Due the same day it ends.

BAY DISTRICT SCHOOLS INSTRUCTIONAL ROTC PAYROLL SCHEDULE FISCAL YEAR 2020 - 2021

Pay Type 024 (12 Month) / 24 Checks

ļ	#	DATE				LEAVE	INSURANCE
ļ		DATE	PAY PERIO	D DATES	OF DAYS	DUE	DEDUCTIONS
NO. 2	11	7/16/2020	7/1/2020	7/4/2020	1	7/7/2020	1/2 August
	12	7/30/2020	7/5/2020	7/18/2020	10	7/21/2020	1/2 August
NO. 3	13	8/14/2020	7/19/2020	8/1/2020	10	8/4/2020	1/2 September
NO. 4	14	8/31/2020	8/2/2020	8/15/2020	10	8/18/2020	1/2 September
NO. 5	15	9/16/2020	8/16/2020	8/29/2020	10	9/1/2020	1/2 October
NO. 6	16	9/30/2020	8/30/2020	9/12/2020	10	9/15/2020	1/2 October
NO. 7	17	10/16/2020	9/13/2020	9/26/2020	10	9/29/2020	1/2 November
NO. 8	18	10/30/2020	9/27/2020	10/10/2020	10	10/15/2020	1/2 November
NO. 9	19	11/16/2020	10/11/2020	10/24/2020	10	10/29/2020	1/2 December
NO. 10	20	11/30/2020	10/25/2020	11/14/2020	15	11/17/2020	1/2 December
NO. 11	21	12/16/2020	11/15/2020	11/28/2020	10	12/1/2020	1/2 January
NO. 12	22	12/18/2020	11/29/2020	12/12/2020	10	12/11/2020 **	1/2 January
NO. 13	23	1/15/2021	12/13/2020	1/2/2021	8	1/5/2021	1/2 February
NO. 14	24	1/29/2021	1/3/2021	1/16/2021	10	1/19/2021	1/2 February
NO. 15	25	2/16/2021	1/17/2021	1/30/2021	10	2/2/2021	1/2 March
NO. 16	26	2/26/2021	1/31/2021	2/13/2021	10	2/17/2021	1/2 March
NO. 17	27	3/12/2021	2/14/2021	2/27/2021	10	3/2/2021	1/2 April
NO. 18	28	3/31/2021	2/28/2021	3/13/2021	10	3/22/2021	1/2 April
NO. 19	29	4/16/2021	3/14/2021	4/3/2021	10	4/6/2021	1/2 May
NO. 20	30	4/30/2021	4/4/2021	4/17/2021	10	4/20/2021	1/2 May
NO. 21	31	5/14/2021	4/18/2021	5/1/2021	10	5/4/2021	1/2 June
NO. 22	32	5/28/2021	5/2/2021	5/15/2021	10	5/18/2021	1/2 June
NO. 23	33	6/16/2021	5/16/2021	5/29/2021	10	6/2/2021	1/2 July
NO. 24	34	6/24/2021	5/30/2021	6/30/2021	20	6/17/2021 *	1/2 July
					244		

^{*} Leave Due - Projected Payroll

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).

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).

^{**} Leave Due - Payroll Due the same day it ends.

BAY DISTRICT SCHOOLS INSTRUCTIONAL / AIR FORCE & ARMY ROTC PAYROLL SCHEDULE FISCAL YEAR 2020 - 2021

Pay Type 037 (10 Month) / 20 Checks

	RUN	PAYROLL			NUMBER	LEAVE	* INSURANCE
	#	DATE	PAY PERIOD	DATES	OF DAYS	DUE	DEDUCTIONS
NO. 1	14	8/31/2020	7/29/2020	8/15/2020	11	8/18/2020	1/2 September
NO. 2	15	9/16/2020	8/16/2020	8/29/2020	10	9/1/2020	1/2 October
NO. 3	16	9/30/2020	8/30/2020	9/12/2020	10	9/15/2020	1/2 October
NO. 4	17	10/16/2020	9/13/2020	9/26/2020	10	9/29/2020	1/2 November
NO. 5	18	10/30/2020	9/27/2020	10/10/2020	10	10/15/2020	1/2 November
NO. 6	19	11/16/2020	10/11/2020	10/24/2020	9	10/29/2020	1/2 December
NO. 7	20	11/30/2020	10/25/2020	11/14/2020	15	11/17/2020	1/2 December
NO. 8	21	12/16/2020	11/15/2020	11/28/2020	6	12/1/2020	1/2 Jan. & Summer
NO. 9	22	12/18/2020	11/29/2020	12/12/2020	10	12/11/2020 **	1/2 Jan. & Summer
NO. 10	23	1/15/2021	12/13/2020	1/2/2021	7	1/5/2021	1/2 Feb. & Summer
NO. 11	24	1/29/2021	1/3/2021	1/16/2021	10	1/19/2021	1/2 Feb. & Summer
NO. 12	25	2/16/2021	1/17/2021	1/30/2021	10	2/2/2021	1/2 Mar. & Summer
NO. 13	26	2/26/2021	1/31/2021	2/13/2021	10	2/17/2021	1/2 Mar. & Summer
NO. 14	27	3/12/2021	2/14/2021	2/27/2021	9	3/2/2021	1/2 April & Summer
NO. 15	28	3/31/2021	2/28/2021	3/13/2021	10	3/22/2021	1/2 April & Summer
NO. 16	29	4/16/2021	3/14/2021	4/3/2021	9	4/6/2021	1/2 May & Summer
NO. 17	30	4/30/2021	4/4/2021	4/17/2021	10	4/20/2021	1/2 May & Summer
NO. 18	31	5/14/2021	4/18/2021	5/1/2021	10	5/4/2021	1/2 June & Summer
NO. 19	32	5/28/2021	5/2/2021	5/15/2021	10	5/18/2021	1/2 June & Summer
NO. 20	33	6/16/2021	5/16/2021	5/28/2021	10	6/2/2021	1/2 July
					196		

^{*} Leave Due - Projected payroll.

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). 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 2020-2021 to be applied as follows:

Three (3) deductions for remaining 1/2 of July 2021 premium

Six (6) deductions for August 2021 premium

^{**} Leave Due - Payroll Due the same day it ends.

BAY DISTRICT SCHOOLS 10 MONTH SUPPORT PAYROLL SCHEDULE FISCAL YEAR 2020 – 2021

Pay Type 020 / 20 Checks Voluntary Pre-K Associate

	RUN	PAYROLL			NUMBER	LEAVE	* INSURANCE
	#	DATE	PAY PERIOI	D DATES	OF DAYS	DUE	DEDUCTIONS
NO. 1	14	8/31/2020	7/29/2020	8/15/2020	11	8/18/2020	September
NO. 2	15	9/16/2020	8/16/2020	8/29/2020	10	9/1/2020	1/2 October
NO. 3	16	9/30/2020	8/30/2020	9/12/2020	10	9/15/2020	1/2 October
NO. 4	17	10/16/2020	9/13/2020	9/26/2020	10	9/29/2020	1/2 November
NO. 5	18	10/30/2020	9/27/2020	10/10/2020	10	10/15/2020	1/2 November
NO. 6	19	11/16/2020	10/11/2020	10/24/2020	9	10/29/2020	1/2 December
NO. 7	20	11/30/2020	10/25/2020	11/14/2020	15	11/17/2020	1/2 December
NO. 8	21	12/16/2020	11/15/2020	11/28/2020	6	12/1/2020	1/2 Jan. & Summer
NO. 9	22	12/18/2020	11/29/2020	12/12/2020	10	12/11/2020 **	1/2 Jan. & Summer
NO. 10	23	1/15/2021	12/13/2020	1/2/2021	7	1/5/2021	1/2 Feb. & Summer
NO. 11	24	1/29/2021	1/3/2021	1/16/2021	10	1/19/2021	1/2 Feb. & Summer
NO. 12	25	2/16/2021	1/17/2021	1/30/2021	10	2/2/2021	1/2 Mar. & Summer
NO. 13	26	2/26/2021	1/31/2021	2/13/2021	10	2/17/2021	1/2 Mar. & Summer
NO. 14	27	3/12/2021	2/14/2021	2/27/2021	9	3/2/2021	1/2 April & Summer
NO. 15	28	3/31/2021	2/28/2021	3/13/2021	10	3/22/2021	1/2 April & Summer
NO. 16	29	4/16/2021	3/14/2021	4/3/2021	9	4/6/2021	1/2 May & Summer
NO. 17	30	4/30/2021	4/4/2021	4/17/2021	10	4/20/2021	1/2 May & Summer
NO. 18	31	5/14/2021	4/18/2021	5/1/2021	10	5/4/2021	1/2 June & Summer
NO. 19	32	5/28/2021	5/2/2021	5/15/2021	10	5/18/2021	1/2 June & Summer
NO. 20	33	6/16/2021	5/16/2021	5/28/2021	10	6/2/2021	1/2 July
					196		

^{*} Leave Due - Projected payroll.

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). 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 2020-2021 to be applied as follows:

Three (3) deductions for remaining 1/2 of July 2021 premium

Six (6) deductions for August 2021 premium

^{**} Leave Due - Payroll Due the same day it ends.

BAY DISTRICT SCHOOLS 10 MONTH SUPPORT PAYROLL SCHEDULE FISCAL YEAR 2020 - 2021

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

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

	RUN	PAYROLL			NUMBER (OF DAYS	LEAVE	* INSURANCE
	#	DATE	PAY PERIOD DATES		Full Time F	Part Time	DUE	DEDUCTIONS
NO. 1	14	8/31/2020	8/11/2020	8/15/2020	4	4	8/18/2020	September (if needed)
NO. 2	15	9/16/2020	8/16/2020	8/29/2020	10	10	9/1/2020	1/2 October
NO. 3	16	9/30/2020	8/30/2020	9/12/2020	10	9	9/15/2020	1/2 October
NO. 4	17	10/16/2020	9/13/2020	9/26/2020	9	9	9/29/2020	1/2 November
NO. 5	18	10/30/2020	9/27/2020	10/10/2020	10	10	10/15/2020	1/2 November
NO. 6	19	11/16/2020	10/11/2020	10/24/2020	8	8	10/29/2020	1/2 December
NO. 7	20	11/30/2020	10/25/2020	11/14/2020	15	14	11/17/2020	1/2 December
NO. 8	21	12/16/2020	11/15/2020	11/28/2020	6	5	12/1/2020	1/2 Jan. & Summer
NO. 9	22	12/18/2020	11/29/2020	12/12/2020	10	10	12/11/2020 **	1/2 Jan. & Summer
NO. 10	23	1/15/2021	12/13/2020	1/2/2021	7	7	1/5/2021	1/2 Feb. & Summer
NO. 11	24	1/29/2021	1/3/2021	1/16/2021	9	9	1/19/2021	1/2 Feb. & Summer
NO. 12	25	2/16/2021	1/17/2021	1/30/2021	10	9	2/2/2021	1/2 Mar. & Summer
NO. 13	26	2/26/2021	1/31/2021	2/13/2021	9	9	2/17/2021	1/2 Mar. & Summer
NO. 14	27	3/12/2021	2/14/2021	2/27/2021	9	9	3/2/2021	1/2 April & Summer
NO. 15	28	3/31/2021	2/28/2021	3/13/2021	10	10	3/22/2021	1/2 April & Summer
NO. 16	29	4/16/2021	3/14/2021	4/3/2021	10	10	4/6/2021	1/2 May & Summer
NO. 17	30	4/30/2021	4/4/2021	4/17/2021	9	9	4/20/2021	1/2 May & Summer
NO. 18	31	5/14/2021	4/18/2021	5/1/2021	10	10	5/4/2021	1/2 June & Summer
NO. 19	32	5/28/2021	5/2/2021	5/15/2021	10	10	5/18/2021	1/2 June & Summer
NO. 20	33	6/16/2021	5/16/2021	5/26/2021	8	8	6/2/2021	1/2 July
					183	179		

Leave Due - Projected payroll.

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). 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 2020-2021 to be applied as follows:

Three (3) deductions for remaining 1/2 of July 2021 premium

Six (6) deductions for August 2021 premium

^{**} Leave Due - Payroll Due the same day it ends.

BAY DISTRICT SCHOOLS LICENSED AND SAFETY & SECURITY PAYROLL SCHEDULE FISCAL YEAR 2020 - 2021

Safety & Security - Pay Type 031 / 20 Checks

Licensed Educational Interpreter - Pay Type 031 / 20 Checks

		PAYROLL			NUMBER	LEAVE	* INSURANCE
	RUN#	DATE	PAY PERIO	D DATES	OF DAYS	DUE	DEDUCTIONS
NO. 1	14	8/31/2020	8/11/2020	8/15/2020	4	8/18/2020	September
NO. 2	15	9/16/2020	8/16/2020	8/29/2020	10	9/1/2020	1/2 October
NO. 3	16	9/30/2020	8/30/2020	9/12/2020	10	9/15/2020	1/2 October
NO. 4	17	10/16/2020	9/13/2020	9/26/2020	9	9/29/2020	1/2 November
NO. 5	18	10/30/2020	9/27/2020	10/10/2020	10	10/15/2020	1/2 November
NO. 6	19	11/16/2020	10/11/2020	10/24/2020	8	10/29/2020	1/2 December
NO. 7	20	11/30/2020	10/25/2020	11/14/2020	15	11/17/2020	1/2 December
NO. 8	21	12/16/2020	11/15/2020	11/28/2020	6	12/1/2020	1/2 Jan. & Summer
NO. 9	22	12/18/2020	11/29/2020	12/12/2020	10	12/11/2020 **	1/2 Jan. & Summer
NO. 10	23	1/15/2021	12/13/2020	1/2/2021	7	1/5/2021	1/2 Feb. & Summer
NO. 11	24	1/29/2021	1/3/2021	1/16/2021	9	1/19/2021	1/2 Feb. & Summer
NO. 12	25	2/16/2021	1/17/2021	1/30/2021	10	2/2/2021	1/2 Mar. & Summer
NO. 13	26	2/26/2021	1/31/2021	2/13/2021	9	2/17/2021	1/2 Mar. & Summer
NO. 14	27	3/12/2021	2/14/2021	2/27/2021	9	3/2/2021	1/2 April & Summer
NO. 15	28	3/31/2021	2/28/2021	3/13/2021	10	3/22/2021	1/2 April & Summer
NO. 16	29	4/16/2021	3/14/2021	4/3/2021	10	4/6/2021	1/2 May & Summer
NO. 17	30	4/30/2021	4/4/2021	4/17/2021	9	4/20/2021	1/2 May & Summer
NO. 18	31	5/14/2021	4/18/2021	5/1/2021	10	5/4/2021	1/2 June & Summer
NO. 19	32	5/28/2021	5/2/2021	5/15/2021	10	5/18/2021	1/2 June & Summer
NO. 20	33	6/16/2021	5/16/2021	5/26/2021	8	6/2/2021	1/2 July
					183		

^{*} Leave Due - Projected payroll

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). 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 2020-2021 to be applied as follows:

Three (3) deductions for remaining 1/2 of July 2021 premium

Six (6) deductions for August 2021 premium

^{**} Leave Due - Payroll Due the same day it ends.

BAY DISTRICT SCHOOLS 10 MONTH SUPPORT PAYROLL SCHEDULE FISCAL YEAR 2020-2021

Pay Type 017 / 20 Checks Bus Drivers & Bus Paraprofessionals

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

		PAYROLL			NUMBER	LEAVE	* INSURANCE
	RUN#	DATE	PAY PERIO	DD DATES	OF DAYS	DUE	DEDUCTIONS
NO. 1	14	8/31/2020	8/11/2020	8/15/2020	4	8/18/2020	September (if needed)
NO. 2	15	9/16/2020	8/16/2020	8/29/2020	10	9/1/2020	1/2 October
NO. 3	16	9/30/2020	8/30/2020	9/12/2020	10	9/15/2020	1/2 October
NO. 4	17	10/16/2020	9/13/2020	9/26/2020	9	9/29/2020	1/2 November
NO. 5	18	10/30/2020	9/27/2020	10/10/2020	10	10/15/2020	1/2 November
NO. 6	19	11/16/2020	10/11/2020	10/24/2020	8	10/29/2020	1/2 December
NO. 7	20	11/30/2020	10/25/2020	11/14/2020	15	11/17/2020	1/2 December
NO. 8	21	12/16/2020	11/15/2020	11/28/2020	6	12/1/2020	1/2 Jan. & Summer
NO. 9	22	12/18/2020	11/29/2020	12/12/2020	10	12/11/2020 **	1/2 Jan. & Summer
NO. 10	23	1/15/2021	12/13/2020	1/2/2021	7	1/5/2021	1/2 Feb. & Summer
NO. 11	24	1/29/2021	1/3/2021	1/16/2021	9	1/19/2021	1/2 Feb. & Summer
NO. 12	25	2/16/2021	1/17/2021	1/30/2021	10	2/2/2021	1/2 Mar. & Summer
NO. 13	26	2/26/2021	1/31/2021	2/13/2021	9	2/17/2021	1/2 Mar. & Summer
NO. 14	27	3/12/2021	2/14/2021	2/27/2021	9	3/2/2021	1/2 April & Summer
NO. 15	28	3/31/2021	2/28/2021	3/13/2021	10	3/22/2021	1/2 April & Summer
NO. 16	29	4/16/2021	3/14/2021	4/3/2021	10	4/6/2021	1/2 May & Summer
NO. 17	30	4/30/2021	4/4/2021	4/17/2021	9	4/20/2021	1/2 May & Summer
NO. 18	31	5/14/2021	4/18/2021	5/1/2021	10	5/4/2021	1/2 June & Summer
NO. 19	32	5/28/2021	5/2/2021	5/15/2021	10	5/18/2021	1/2 June & Summer
NO. 20	33	6/16/2021	5/16/2021	5/26/2021	8	6/2/2021	1/2 July
					183		

^{*} Leave Due - Projected payroll.

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).

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 2020-2021 to be applied as follows:

Three (3) deductions for remaining 1/2 of July 2021 premium Six (6) deductions for August 2021 premium

^{**} Leave Due - Payroll Due the same day it ends.

BAY DISTRICT SCHOOLS 10 MONTH SUPPORT PAYROLL SCHEDULE FISCAL YEAR 2020 - 2021

Pay Type 038 / 24 Checks Bus Drivers & Bus Paraprofessionals (Election for payment in this manner is required)

		PAYROLL			NUMBER	LEAVE	* INSURANCE	
	RUN#	DATE	PAY PERIOD DATES		OF DAYS	DUE	DEDUCTIONS	
NO. 1	14	8/31/2020	8/11/2020 8/15/2020		4	8/18/2020	September	
NO. 2	15	9/16/2020	8/16/2020	8/29/2020	10	9/1/2020	1/2 October	
NO. 3	16	9/30/2020	8/30/2020	9/12/2020	10	9/15/2020	1/2 October	
NO. 4	17	10/16/2020	9/13/2020	9/26/2020	9	9/29/2020	1/2 November	
NO. 5	18	10/30/2020	9/27/2020	10/10/2020	10	10/15/2020	1/2 November	
NO. 6	19	11/16/2020	10/11/2020	10/24/2020	8	10/29/2020	1/2 December	
NO. 7	20	11/30/2020	10/25/2020	11/14/2020	15	11/17/2020	1/2 December	
NO. 8	21	12/16/2020	11/15/2020	11/28/2020	6	12/1/2020	1/2 January	
NO. 9	22	12/18/2020	11/29/2020	12/12/2020	10	12/11/2020 **	1/2 January	
NO. 10	23	1/15/2021	12/13/2020	1/2/2021	7	1/5/2021	1/2 February	
NO. 11	24	1/29/2021	1/3/2021	1/16/2021	9	1/19/2021	1/2 February	
NO. 12	25	2/16/2021	1/17/2021	1/30/2021	10	2/2/2021	1/2 March	
NO. 13	26	2/26/2021	1/31/2021	2/13/2021	9	2/17/2021	1/2 March	
NO. 14	27	3/12/2021	2/14/2021	2/27/2021	9	3/2/2021	1/2 April	
NO. 15	28	3/31/2021	2/28/2021	3/13/2021	10	3/22/2021	1/2 April	
NO. 16	29	4/16/2021	3/14/2021	4/3/2021	10	4/6/2021	1/2 May	
NO. 17	30	4/30/2021	4/4/2021	4/17/2021	9	4/20/2021	1/2 May	
NO. 18	31	5/14/2021	4/18/2021	5/1/2021	10	5/4/2021	1/2 June	
NO. 19	32	5/28/2021	5/2/2021	5/15/2021	10	5/18/2021	1/2 June	
NO. 20	33	6/16/2021	5/16/2021	5/26/2021	8	6/2/2021	1/2 July	
NO. 21	35	6/24/2021			0		1/2 July	
NO. 22	36	6/24/2021			0		1/2 August	
NO. 23	37	6/24/2021			0		1/2 August	
NO. 24	34	6/24/2021			0		1/2 September	
					183			

^{*} Leave Due - Projected payroll.

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).

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).

^{**} Leave Due - Payroll Due the same day it ends.

BAY DISTRICT SCHOOLS INSTRUCTIONAL PAYROLL SCHEDULE FISCAL YEAR 2020 - 2021

Pay Type 062 / 20 Checks

Extended Instructional Hours (No Insurance Deductions applicable)

		PAYROLL			NUMBER	STUDENT DAYS	
	RUN#	DATE	PAY PERIOD DATES		OF DAYS	ONLY	
NO. 1	14	8/31/2020	8/11/2020	8/15/2020	4		
NO. 2	15	9/16/2020	8/16/2020	8/29/2020	10		
NO. 3	16	9/30/2020	8/30/2020	9/12/2020	9		
NO. 4	17	10/16/2020	9/13/2020	9/26/2020	9		
NO. 5	18	10/30/2020	9/27/2020	10/10/2020	10		
NO. 6	19	11/16/2020	10/11/2020	10/24/2020	8		
NO. 7	20	11/30/2020	10/25/2020	11/14/2020	14		
NO. 8	21	12/16/2020	11/15/2020	11/28/2020	5		
NO. 9	22	12/18/2020	11/29/2020	12/12/2020	10		
NO. 10	23	1/15/2021	12/13/2020	1/2/2021	5		
NO. 11	24	1/29/2021	1/3/2021	1/16/2021	9		
NO. 12	25	2/16/2021	1/17/2021	1/30/2021	9		
NO. 13	26	2/26/2021	1/31/2021	2/13/2021	9		
NO. 14	27	3/12/2021	2/14/2021	2/27/2021	9		
NO. 15	28	3/31/2021	2/28/2021	3/13/2021	10		
NO. 16	29	4/16/2021	3/14/2021	4/3/2021	10		
NO. 17	30	4/30/2021	4/4/2021	4/17/2021	9		
NO. 18	31	5/14/2021	4/18/2021	5/1/2021	10		
NO. 19	32	5/28/2021	5/2/2021	5/15/2021	10		
NO. 20	33	6/16/2021	5/16/2021	5/26/2021	8		
_	_		_	-	177		

BAY DISTRICT SCHOOLS SUMMER PAYROLL SCHEDULE FISCAL YEAR 2020 - 2021

Instructional Staff

	PAYROLL			NUMBER	LEAVE
RUN#	DATE	PAY PERIO	D DATES	OF DAYS	DUE
12	7/30/2020	7/1/2020	7/18/2020	8	7/21/2020
13	8/14/2020	7/19/2020	7/28/2020	6	8/4/2020
34	6/24/2021	6/1/2021	6/30/2021	15	6/17/2021 *
				29	

Support Staff

		PAYROLL			NUMBER	LEAVE
	RUN#	DATE	PAY PERIO	DD DATES	OF DAYS	DUE
	12	7/30/2020	7/1/2020	7/18/2020	8	7/21/2020
	13	8/14/2020	7/19/2020	8/1/2020	8	8/4/2020
	14	8/31/2020	8/2/2020	8/10/2020	5	8/18/2020
	34	6/24/2021	5/27/2021	6/30/2021	15	6/17/2021 *
_						
_					36	

^{*} Leave Due - Projected payroll.

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

SCHOOL CALENDAR

BAY DISTRICT SCHOOLS' CALENDAR 2020-2021

							Day	Month	Date
							Wednesday	July	29
District Inservice Day (may be reassigned to School-Based at Superintendent's discretion)							Thursday	July	30
Inservice (School-Based) Inservice (School-Based)							Monday Tuesday	August	3
							Wednesday	August August	4 5
Pre-School Planning							Thursday	August	6
Pre-School Planning							Monday	August	10
First Day of School								August	11
Labor Day (Monday	September	7
"Teacher F	PLC Plan	ining Day (So	chool out f	or Stud	ents) STORM DAY (IF N	EEDED)	Wednesday	September	23
End of First Nine Weeks Columbus Day (School out for Students & Teachers)								October October	9 12
		ining Day (So				NEEDED)	Monday Wednesday	October	
					,				
Veterans Da			ust ontiro u	unak fa	Students & Teachers)		Wednesday Monday	November November	
	-	Holiday for al		veek lo	Students & Teachers)		Thursday	November	
		giving Holida					Monday	November	
Ulah Cahaa	LTorino	Day (7th no	ded even	-1			Madageday	December	16
		Day (7th pe Day (1/2/3)		_	rly Release for High Schoo	l Students Only	Wednesday Thursday	December	17
High Schoo	i Testing	Day (4/5/6)	period exa	ms)/En	d of Second Nine Weeks/E				-
		ease for ALL	STUDEN	TS			Friday	December	18
Christmas I	Holiday E	Begin					Monday	December	21
Records Wo	orkday fo	or Teachers	(School ou	it for St	udents)		Monday	January	4
		nas Holidays					Tuesday	January	5
Martin Luthe	er King J	ir Birthday (H	ioliday for	All)			Monday	January	18
"Teacher P	LC Plan	ining Day (So	chool Out	for Stud	ients) STORM DAY (II	F NEEDED)	Wednesday	February	3
Presidents'	Day (Sc	hool Out for	Students 8	& Teach	ners)		Monday	February	15
End of Thire	1 Nine W	/eeks					Friday	March	12
Spring Holio							Monday	March	
Return from	Spring	Holldays					Monday	March	22
Good Friday	y (Schoo	Out for Stu	dents & Te	eachers	i)		Friday	April	2
High Schoo	i Testino	Day (7th pe	rlod exam	6)			Monday	May	24
					rly Release for High School d of Fourth Nine Weeks/Er		Tuesday	May	25
	_				a of Fourth Nine Weeks/Er FS/Early Release for ALL		Wednesday	May	26
Post Planni			OI ALL UI	ODLIN	OCCUPY ROBBER TO ALL	OT COLLING	Thursday	May	
Post Planni							Friday	May	28
" pending u	union rat	ification							
				_					_
STUDENT		Month	HER DAY		PROGRESS REPORTS	ORIENTATION DATES		DUATION	Day
Month	Days	Monui	Instruct	Other		- 1 - 11 - 1	School Bay Virtual	Month May	Day 18
August	15	August	15	7	Progress reports are available	Dates and times for	Bay	May	19
September	20	September	20	2	through the District's PARENT PORTAL. Hard copy progress	orientation by school	Mosley	May	20
October	20	October	20	1	reports will no longer be printed.	location can be found at the Bay District Schools'	MKL	May	20
November	15	November	15	2	Parents can contact the school if no internet access is	website @	Bozeman	May	21
December	14	December	14	1	available.	www.bay.k12.fl.us	New Hortzons	May	21
January	18	January	18	3	REPORT CARDS	OPEN HOUSE DATES	Rutherford	May	24
February	18	February	18	1		High School:	Rosenwald	May	24
March	18	March	18		October 22	"Selected Mon. In Sept.	Arnold	May	25
April	21	April	21		January 14	Middle School:	Haney	May	27
May	18	May	18	2	April 1	"Selected Tues. In Sept.			
June					June 3 (picked up at the school only)	Elementary School:	Board Approved:	11/12/	19
Total	177	Total	19	6	action only)	"Selected Thurs. In Sept.			
						*Contact school for specific date			