



# BAY DISTRICT SCHOOLS SALARY PLACEMENT SCHEDULE 2024-2025

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# SALARY PLACEMENT SCHEDULE

## 2024-2025

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## **GENERAL INFORMATION**

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

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

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

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

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

### **ADMINISTRATIVE EMPLOYEES TRANSFERRING BACK TO AN INSTRUCTIONAL POSITION:**

If a certified administrator is moving back to an instructional position, either voluntarily or involuntarily, the following will determine the placement for salary and experience purposes.

- Credit for previous years of verified and approved instructional and administrative experience will be used, providing the years meet the Human Resources guidelines.
- The employee will be returned to the contract status previously earned (annual or continuous). Those on continuous employment, "Grandfathered", will be offered the option to switch to the Performance Pay Schedule annually between contract years.
- Employees who previously earned additional pay for advanced degrees will be placed back on the same method of payment, or supplement, for degrees for which they were previously paid.

**DIRECT DEPOSIT:** Direct Deposit participation is mandatory.

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

### **NOTE:**

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

# **BARGAINING**

**INSTRUCTIONAL** – Salary Placement Schedule 1  
(Performance Pay Schedule)

**SUPPORT** – Salary Placement Schedule 3 - 3C

# **INSTRUCTIONAL PERSONNEL**

## INSTRUCTIONAL PERSONNEL

- A. Instructional salaries are paid according to the highest level of training and approved experience using Placement Schedule 1. (Grandfathered or Performance Schedule)
- B. The hourly rate of pay for instructional employees employed under special contract for work in excess of the regular 196 days will be computed by dividing the employees annual base pay from schedule 1 as follows: Annual rate of pay divided by 196 days = daily rate of pay divided by 7.5 hours = hourly rate of pay.
- C. The annual salary for 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 2, 2024   | Wednesday, December 25, 2024 |
| Monday, November 11, 2024   | Wednesday, January 1, 2025   |
| Thursday, November 28, 2024 | Monday, January 20, 2025     |
- E. Each employee employed on a full-time basis shall be entitled to one day of sick leave for each month of employment. Such sick leave shall be cumulative from year to year, and there shall be no limit on the number of days of sick leave an employee may accrue.
- F. Refer to the School Board Policies and Association of Bay County Educators Master Contract for other terms and conditions of employment related to instructional personnel.
- G. Placement Schedule 1 will be used to calculate the salaries of non-certificated instructional personnel authorized under the provisions of State Board Rule 6A-1.0502. Full-time instructional personnel will not be paid less than the salary for a bachelor's degree.
- H. **Curriculum Development Projects:** Beginning on the first student day of school year 2015-2016, teachers employed in curriculum development projects that involve developing and/or revising curriculum projects or district/school reports will be paid a Beginning Teacher's Hourly Rate. Teachers employed in curriculum development will produce a product at the end of the project. Curriculum Development Projects will be approved and monitored by the Division of Teaching and Learning.

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

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

- J. **Payment to Instructional Personnel for Services Outside the 196 Day Contract that Involve Non-student Instruction Time:**

These services include Curriculum Development Projects, workshops, in-service training, Pre-K screening, planning fees for workshop presenters (workshop to be presented on a teacher contract day) and other activities not involving student instruction. A day will be 6 hours excluding lunch breaks.

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

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

# Grandfathered Instructional Pay Schedule Placement Schedule 1

*Board Approved 11/12/2013*

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

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

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

Base Placement Schedule includes advanced degrees.



# Instructional Performance Pay Placement Schedule

## Salary Schedule 1

Effective July 30, 2024  
(implemented 11/20/2024)

| PG | \$ Amount |
|----|-----------|
| 0  | 50,000    |
| 1  | 50,000    |
| 2  | 50,000    |
| 3  | 50,000    |
| 4  | 51,100    |
| 5  | 51,100    |
| 6  | 51,100    |
| 7  | 52,200    |
| 8  | 52,200    |
| 9  | 52,200    |
| 10 | 53,300    |
| 11 | 53,300    |
| 12 | 53,300    |
| 13 | 54,400    |
| 14 | 54,400    |
| 15 | 54,400    |
| 16 | 55,500    |
| 17 | 55,500    |
| 18 | 55,500    |
| 19 | 56,600    |
| 20 | 56,600    |
| 21 | 56,600    |
| 22 | 57,700    |
| 23 | 57,700    |
| 24 | 57,700    |
| 25 | 58,800    |

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

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

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

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

## INSTRUCTIONAL EXTRA PAY FOR EXTRA DUTY SCHEDULE

1. Supplements will be based on the current Performance Placement Schedule with the salary for a BA/BS teacher with 0 years of experience as the base.
2. Outline of the duties to be performed to earn a supplement shall be written by the school administrator and signed by the teacher involved and the school administrator. One copy is to remain with the administrator, one with the teacher and another copy filed with the Superintendent's office by October 1st of each school year.
3. No supplement shall be paid when job performance is not in accordance with the agreed outline.
4. Any employee may receive more than one supplement, but not more than three (3) supplements for duties performed and shall be subject to conditions of Item Number 3 of this schedule. Miscellaneous supplements will not count as one of the three.
5. All supplements listed in this schedule are granted only on the basis of one school year.
6. No employee hired for the position contained in this schedule shall be paid less than the percentages indicated.
7. Personnel supplemented for athletics will be paid up to ten percent (10%) of their supplement for participation in post season athletic competition in the following manner: two percent (2%) will be paid for participation in each level of competition.
8. Personnel hired for the position of band director and/or choir director will automatically receive the supplement and will be expected to perform the duties described in order to retain that position.
9. To qualify as a Department Head (Sr. /Post-Secondary), the department must contain no less than four (4) full-time instructional personnel. Teachers who are assigned to departments with fewer than four full-time instructional personnel shall be given the opportunity to apply for a department head position which may be created by combining two or more departments.
10. To qualify as a Team Leader or Grade Group Chair, the team must contain no less than four (4) full-time instructional personnel. Special area personnel shall be included in grade group teams and shall be given the opportunity to apply for a team leader or grade group chair position. Any teacher, who performs the essential duties of the team leader/grade group chair on a consistent, regular basis, shall receive the supplement regardless of the title given the position.
11. Special area personnel (Art, Music, PE, Media, Guidance, etc.) may be given an opportunity to form a special area group and qualify for a grade group chair. This supplement shall be subject to the facility manager's approval.

12. In sports supplements which are seasonal in nature, the employee will be due full compensation for such. For supplemental employees who separate employment before the end of the school year, supplements will be paid as follows:
  - A. If the supplemented activities have been completed, the employee will receive the entire percentage indicated.
  - B. If the supplemented activities have not been completed, or are of a year-round nature, such supplement shall be paid on the proportion of the job completed.
13. Academic supplemental positions shall be filled by teachers. Non-academic, extra-curricular supplemental positions (such as athletic coaches) shall be filled on an annual basis by the most qualified, coaching-certified applicant provided that teachers who apply for such positions are interviewed for the position. Under no circumstances, however, shall the supplement be paid to an administrator.
14. Schools will receive school improvement team supplements based on this formula beginning in school year 2006-2007:
 

0-799 Students receive four (4) teacher supplements  
 800-1299 Students receive six (6) teacher supplements  
 1300+ Students receive eight (8) teacher supplements
15. Beginning in school year 2008-2009 Elementary and Middle schools will receive funding from the District for Department Heads, Team Leaders, or Grade Group Chairs according to this formula:
 

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

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

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

| <b>SENIOR HIGH SCHOOL continued</b>                        | <b>PERCENT</b> |
|--|----------------|
| Club Sponsors with administrative planning period .....    | 2%             |
| Club Sponsors without administrative planning period ..... | 3%             |
| Annual Sponsor .....                                       | 4%             |
| Academic Team Coach ( <i>one per school</i> ) .....        | 3%             |
| Newspaper Sponsor.....                                     | 4%             |

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

| <b>ELEMENTARY SCHOOL</b>           |    |
|------------------------------------|----|
| Elementary Intramural Coach.....   | 6% |
| Grade Group Chair/Team Leader..... | 6% |

| <b>MISCELLANEOUS</b>  |      |
|---|------|
| Resource Teacher.....   | 6%   |
| Title I School-Wide Plan Coordinator .....  | 6%   |
| School Psychologist.....  | 10%  |
| School Social Worker .....  | 6%   |
| Bus Duty with additional planning period.....   | 2%   |
| Bus Duty without additional planning period.....  | 3%   |
| Teachers at New Horizons, St. Andrew School, Margaret K. Lewis School in Millville, Margaret K. Lewis at Surfside, Rosenwald High School & DJJ .....            | 5%   |
| School Improvement Team Member .....  | 3%   |
| Peer Teacher ( <i>with a maximum of 4 teachers to each Peer Teacher</i> ) Grant Funded .....  | 6%   |
| Teacher serving as: District History Fair Coordinator 6-12, District Middle School Science Fair Coordinator, District High School Science Fair Coordinator..... | 5%   |
| *Teacher with one (1) additional period of teaching/full year .....   | 15%  |
| *Teacher with one (1) additional period of teaching/semester .....  | 7.5% |
| *Teacher on Block Schedule with one (1) additional period of teaching/Full year .....   | 20%  |
| *Teacher on Block Schedule with one (1) additional period of teaching/Semester.....   | 10%  |
| *Teacher with sixty (60) additional minutes of student contact time per day for the full year at Haney only .....   | 15%  |
| *Teacher with sixty (60) additional minutes of student contact time per day for one semester at Haney only .....  | 7.5% |

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

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

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

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

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

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

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

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

### **CONSULTANT FEES FOR INSTRUCTIONAL STAFF EMPLOYEES**

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

### **INFORMATIONAL NOTES:**

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

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

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

## 2024-2025 DIFFERENTIATED PAY FOR INSTRUCTIONAL STAFF

### APPENDIX E – ABCE MASTER CONTRACT

#### **2024-2025 High Demand Teacher Certification Areas:**

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

#### **High Demand Teacher Academic Endorsement Areas:**

- None for 24-25

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

#### **High Demand Teacher Incentives**

1. Teachers adding an endorsement or certification to their Teacher Certification in a subject area the District has declared a High Demand Teacher Certification Area\_(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 High Demand Teacher Certification\_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 certified in fields identified by Bay District Schools as High Demand Teacher Certification areas may be paid a one-time new hire bonus of \$5,000 provided they complete a school year (as defined by Florida Retirement System rules), teach in the High Demand Teacher Certification area, and obtain an “Effective” or higher rating on his/her Instructional Practice and Deliberate Practice. Teachers may receive this bonus only one time in any single certification in their teaching career with Bay District Schools.
3. 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:
  - a. The teacher’s contract is renewed for another consecutive year and he/she teaches the second full year in the same High Demand Teacher Certification\_area.
  - b. He/she obtains an effective or higher rating on his/her Instructional Practice and Deliberate Practice.
  - c. The teacher MUST complete and submit an application in the 1<sup>st</sup> partial year of teaching. This application will be on hold until the 2<sup>nd</sup> year is completed and then, if all qualifying criteria are met, then the teacher may receive the bonus.

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 the first year of hire.

#### **Endorsements**

The District will pay the add-on endorsement fees for the addition of High Demand Teacher Certification 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 Learning Center, St. Andrew School, Margaret K. Lewis School in Millville, Margaret K. Lewis at Surfside, Rosenwald High School and DJJ.

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

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

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

- The District and/or External Partner/Operator has the freedom to structure the length of the school day for students and teachers in order to implement new strategies and curriculum to address student learning. This may include extending the instructional load up to 360 minutes per day.
- Upon initial appointment of a new principal, he/she shall have discretion to renew contracts or initiate transfers for any and all instructional positions. Those instructional staff members who are continuing contract teachers or who may have been renewed by the previous principal prior to school grades being released will be employed within the district.
- The District and/or External Partner/Operator may recruit and hire qualified teachers who meet certification requirements. Vacancies that occur shall be advertised in accordance with the contract but may be filled after forty-eight hours (2 workdays), if an available, certified and qualified applicant is available.
- The principal has the authority to select qualified instructional applicants or to refuse the placement or transfer of instructional personnel. The school average of teachers with a state VAM must at least mirror the district's state VAM average or may exceed HE/E percentages. For those without a state VAM, principals shall hire teachers who received an overall evaluation rating of HE or E in the most recent year available, if such data exists.
- Once a teacher signs a contract at a school rated D, he/she shall adhere to the assignment for the duration of that contract year. He/she may not apply, interview, or accept an instructional position within the Bay District Schools for that contracted school year without the principal's permission. After a year of service, a teacher wishing to transfer at the end of the year may apply for any position.
- If at any time, the principal decides the teacher is not to be retained, the teacher, unless they are in probationary status, will be transferred to another position within the district. The Executive Director of HR will work with the teacher to determine the most appropriate placement and every effort will be made to place the teacher in a position for which he or she is certified.
- In the case of an External Operator (E.O.), instructional staff evaluated by the E.O. will use the Bay District Schools evaluation system, unless otherwise directed by D.O.E.
- Teachers shall adhere to the District and/or External Partner/Operator's curricular/instructional expectations including but not limited to:



- following district curriculum and district pacing guides, district lesson planning protocols (unless otherwise directed by an External Partner/Operator).
- devoting reasonable time to additional professional development and preparatory time required to achieve and maintain high-quality education. This shall not exceed 9 hours per nine weeks, and shall be approved by the district office. Teachers will also be afforded regular preparatory time during their workday as defined by the ABCE contract. Such preparatory time may include common planning periods. Teachers shall be paid in accordance with the contract for weekend and/or summer PD.
- participating in academic coaching and improvement cycles including the use of electronic recording devices for the sole purposes of professional development. Teachers shall be given 24 hours' notice prior to the use of the electronic device and each individual teacher shall not be recorded more than three times per nine-week grading period, unless the teacher requests additional recordings.
- participating in announced and unannounced walkthroughs using data collection forms which may be used in teacher evaluations (appropriate and timely written feedback will be provided to teachers);

#### **Turnaround Years 1 and 2:**

- The District and/or External Partner/Operator has the freedom to structure the length of the school day for students and teachers in order to implement new strategies and curriculum to address student learning. This may include extending the instructional load up to 360 minutes per day.
- Upon initial appointment of a new principal, he/she shall have discretion to renew contracts or initiate transfers for any and all instructional positions. Those instructional staff members who are continuing contract teachers or who may have been renewed by the previous principal prior to school grades being released will be employed within the district,
- The District and/or External Partner/Operator may recruit and hire qualified teachers who meet certification requirements. Vacancies that occur shall be advertised in accordance with the contract, but may be filled after forty-eight hours (2 workdays), if an available, certified and qualified applicant is available.
- The principal has the authority to select qualified instructional applicants or to refuse the placement or transfer of instructional personnel. The school average of teachers with a state VAM must at least mirror the district's state VAM average or may exceed HE/E percentages. For those without a state VAM, principals shall hire teachers who received an overall evaluation rating of HE or E in the most recent year available, if such data exists.
- Once a teacher signs a contract at a school rated D or F, he/she shall adhere to the assignment for the duration of that contract year. He/she may not apply, interview, or accept an instructional position within the Bay District Schools for that contracted school year without the principal's permission. After a year of service, a teacher wishing to transfer at the end of the year may apply for any position.

- If at any time, the principal decides the teacher is not to be retained, the teacher, unless they are in probationary status, will be transferred to another position within the district. The Executive Director of HR will work with the teacher to determine the most appropriate placement and every effort will be made to place the teacher in a position for which he or she is certified.
- In the case of an External Operator (E.O.), instructional staff evaluated by the E.O. will use the Bay District Schools evaluation system, unless otherwise directed by D.O.E.
- Teachers shall adhere to the District and/or External Partner/Operator's curricular/instructional expectations including but not limited to:
  - following district curriculum and district pacing guides, district lesson planning protocols (unless otherwise directed by an External Partner/Operator);
  - devoting reasonable time to additional professional development and preparatory time required to achieve and maintain high-quality education, this shall not exceed 32 hours per nine weeks, and shall be approved by the district office. Teachers will also be afforded regular preparatory time during their workday as defined by the ABCE contract. Such preparatory time may include common planning periods. Teachers shall be paid in accordance with the contract for weekend and/or summer PD.
  - participating in academic coaching and improvement cycles including the use of electronic recording devices for the sole purposes of professional development. Teachers shall be given 24 hours' notice prior to the use of the electronic device and each individual teacher shall not be recorded more than three times per nine-week grading period, unless the teacher requests additional recordings.
  - participating in announced and unannounced walkthroughs using data collection forms which may be used in teacher evaluations (appropriate and timely written feedback will be provided to teachers);
  - completing home visitations by teachers may be required but shall not be completed in isolation. An SRD, social worker, parent liaison, guidance counselor or administrator, must be in attendance with the teacher. Teachers shall receive training on home visitations before being required to perform such visitations. Instructional staff participating in home visits shall be offered compensatory time.

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

- The total amount of the bonuses will not exceed \$500,000.00 annually. This amount does not include Turnaround Years 3 or more.
- Teachers selected to work at these schools shall receive a bonus of up to \$5,000.00. Beginning in the 2019-2020 school year, teachers at schools rated with a first-year school grade of D, Comprehensive Support and Improvement Tier 1 SI Schools, shall receive a one-half share of the bonus paid to teachers at a District Managed Turnaround School. The full amount of the bonus will be paid for teachers who work the full school year and those who work less than the full school year will receive a pro-rated amount. Payment of the bonus shall begin with the second paycheck after the FTE mini count.
- If the school grade increases to "C" or better, and at the recommendation of the Superintendent and the approval of the Board, a one-half share bonus will be given to returning instructional staff and newly recruited instructional staff. Bonus payments will begin within two pay periods of the release and finalization of school grades and pro-rated accordingly for late hires.
- For the purpose of the recruitment/retention bonus, the term "teacher" is defined as all personnel paid on the Instructional Salary Schedule.

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

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

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

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

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

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

## BEACON

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

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

## BAY VIRTUAL SCHOOL

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

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

# **EDUCATIONAL SUPPORT PERSONNEL**

## EDUCATIONAL SUPPORT PERSONNEL

- A. All educational support employees are paid an hourly rate or salary according to the employee's paygrade and years' experience using Placement Schedule 3, 3A, 3B or 3C.
- 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 2, 2024  
Monday, November 11, 2024  
Thursday, November 28, 2024

Wednesday, December 25, 2024  
Wednesday, January 1, 2025  
Monday, January 20, 2025

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 4, 2024  
Monday, September 2, 2024  
Monday, November 11, 2024  
Thursday, November 28, 2024  
Friday, November 29, 2024

Tuesday, December 24, 2024  
Wednesday, December 25, 2024  
Wednesday, January 1, 2025  
Monday, January 20, 2025  
Monday, May 26, 2025

- 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:

July 1 – July 5, 2024  
December 23, 2024 – January 3, 2025  
March 17 - 21, 2025  
*June 30 – July 4, 2025 (FY 2025 – 2026)*

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

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

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

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

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

Wednesday, December 25, 2024

Wednesday, January 1, 2025

- H. Refer to the School Board Policies and the Bay Educational Support Personnel Association Master Contract for terms and conditions of employment related to educational support personnel.
- I. Hours and duties are assigned by the administrator responsible for the employee's daily routine and payroll.
- J. Insurance benefits for Educational Support are detailed in the Master Contract.
- K. As of October 1, 2022, Support personnel will be paid at the hourly rate of \$15.00 per hour for participation (outside of normal contract period) in workshops and/or training sessions. This rate has been established based upon Chapter 2022-156, Laws of Florida.
- L. Employees do not receive an automatic step on a Placement Schedule for pay increase. Beginning July 1, 2014, all employees must receive an overall evaluation rating of "Highly Effective" or "Effective" in order to qualify for a salary increase. Such increases are not automatic but will be determined through negotiations.
- M. Employees who transfer within the same sub-category shall retain all experience credit for the purpose of their hourly wage rates and benefits.

Full-time Salaried to Full-time Salaried OR Hourly to Hourly:

A current support employee moving to another support position with a higher pay grade on Salary Placement Schedule, within the same Placement Schedule (3, 3A, 3B, 3C), will have their current salary increased to an amount equal to the difference between the current pay grade and the new pay grade at the zero (0) level OR will be placed using verified, related experience at the new pay grade, whichever will benefit the employee.

A current support employee moving to a lesser pay grade on Salary Placement Schedule, within the same Placement Schedule (3, 3A, 3B, 3C), will either have their current salary decreased by the amount equal to the difference between the current pay grade and the new pay grade at the zero (0) level OR will be placed using verified, related experience at the new pay grade, whichever will benefit the employee.

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

- A support position being hired from outside the District
- An employee that is currently being paid from another Salary Placement Schedule/Employee Category
- An employee that is changing from a 10-month pay grade to a 12-month pay grade or a 12-month pay grade to a 10-month pay grade within the support section of the Salary Placement schedule

A current, regular employee will NOT take a decrease in pay as long as the transfer is to the same pay grade or higher, within the same sub-category, and within the same Placement Schedule (3, 3A, 3B, 3C). The employee shall retain all experience credit for the purpose of their hourly rate and benefits as provided by the collective bargaining agreement.



# 2024-2025 CLASSIFICATION AND PAYGRADES FOR EDUCATIONAL SUPPORT PERSONNEL

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

| <b>GENERAL CLERICAL</b>   | <b>PAYGRADE</b> |
|---|-----------------|
| Clerk III ( <i>current employees only</i> ) .....                                 | 3               |
| Parent Liaison .....  | 6               |
| Clerk II ( <i>current employee only</i> ) .....                                   | 6               |
| Clerk I ( <i>current employee only</i> ) .....                                    | 8               |
| Telephone Receptionist ( <i>current employee only</i> ).....                      | 8               |
| District Receptionist .....   | 14              |
| Office Clerk II .....   | 14              |
| Office Clerk I .....  | 16              |
| Instructional Specialist Assistant .....  | 17              |
| Child Find Assistant .....  | 21              |
| Secretary I ( <i>current employees only</i> ).....                                | 25              |
| Guidance Paraprofessional .....   | 30              |
| <br><b>TEACHER ASSISTANTS</b>   |                 |
| Language Assistant.....   | 6               |
| Support Paraprofessional.....   | 6               |
| Instructional Paraprofessional (passing score on the paraprofessional test) ..... | 8               |
| Instructional Paraprofessional (AA, AS, 60 college credit hours) .....            | 10              |
| Behavioral Paraprofessional .....   | 30              |
| ESOL Instructional Paraprofessional.....  | 30              |
| Employment Specialist – ESE .....   | 50              |
| Voluntary Pre-Kindergarten Associate.....   | 50              |
| <br><b>ACCOUNTING AND FINANCE</b>   |                 |
| Inventory Audit Clerk I .....   | 16              |
| Bookkeeper II .....   | 21              |
| Bookkeeper I.....   | 25              |
| Inventory Clerk I.....  | 24              |
| Benefits Specialist .....   | 25              |
| Payroll Specialist I.....   | 25              |
| Payroll Specialist II.....  | 32              |
| Payroll Specialist III.....   | 36              |
| <br><b>CERTIFIED/LICENSED</b>   |                 |
| Registered Behavior Technician.....   | 42              |
| Licensed Practical Nurse (LPN) .....  | 43              |
| <br><b>BAY BASE:</b>  |                 |
| Aide, Community Services .....  | 20              |
| Activity Leader .....   | 22              |

| <b>MISCELLANEOUS</b>   | <b>PAYGRADE</b> |
|--|-----------------|
| Data Entry Manager III .....                                       | 21              |
| Records Clerk II .....   | 21              |
| Records Clerk II: Media Services Instructional Materials .....     | 21              |
| Records Clerk II: Circulation.....                                 | 21              |
| Data Entry Manager II .....  | 25              |
| Records Clerk I .....  | 25              |
| Testing Clerk.....   | 25              |
| Data Entry Manager I .....   | 30              |
| <br><b>TECHNICAL</b>   |                 |
| Background Check Specialist .....                                  | 21              |
| Safety & Security Tele-Communicator and Video Specialist.....      | 21              |
| Application Support Analyst ( <b>current employee only</b> ) ..... | 35              |
| Instructional Television Specialist: Media Services.....           | 38              |
| <br><b>OPERATIONS</b>  |                 |
| Maid .....   | 6               |
| Custodian III .....  | 10              |
| Custodian II .....   | 14              |
| Courier .....  | 16              |
| Head Custodian IV .....  | 19              |
| Head Custodian III .....   | 21              |
| Head Custodian II .....  | 24              |
| Head Custodian I .....   | 26              |
| Warehouseman II.....   | 26              |
| Facilities Operations Specialist.....                              | 35              |
| Warehouseman I.....  | 35              |
| <br><b>TRANSPORTATION</b>  |                 |
| School Bus Paraprofessional .....                                  | 6               |
| Transportation Specialist.....                                     | 8               |
| Transportation Van Driver .....                                    | 13              |
| School Bus Driver .....  | 22              |
| Transportation Operations Dispatcher.....                          | 24              |
| Mechanic II .....  | 30              |
| Service Attendant.....   | 35              |
| Service Dispatcher .....   | 39              |
| Certified Mechanic .....   | 68              |
| Vehicle Electronic Technician .....                                | 47              |

| <b>MAINTENANCE</b>                         | <b>PAYGRADE</b> |
|--|-----------------|
| Semi-skilled Craftsman .....               | 24              |
| Work Control Technology Specialist.....    | 26              |
| Carpenter Helper .....                     | 26              |
| Electrical Helper .....                    | 26              |
| HVAC Helper .....                          | 26              |
| Plumber Helper .....                       | 26              |
| Equipment Operator.....                    | 30              |
| Maintenance Warehouseman I.....            | 30              |
| Painter .....                              | 30              |
| Brick/Block Mason.....                     | 35              |
| Carpenter .....                            | 35              |
| Locksmith.....                             | 35              |
| Plumber.....                               | 35              |
| Treatment Plant Operator/Exterminator..... | 35              |
| Boiler man.....                            | 38              |
| Electrician .....                          | 38              |
| Equipment Mechanic.....                    | 38              |
| Kitchen Equipment Technician.....          | 38              |
| HVAC Refrigeration Mechanic .....          | 38              |
| Welding/Sheet metal Mechanic.....          | 38              |
| Automotive Mechanic (Maintenance) .....    | 39              |
| HVAC Controls Mechanic.....                | 45              |
| Warehouse Material Controller.....         | 50              |
| <b>OTHER</b>                               |                 |
| Student Helper .....                       | Minimum wage    |

**NOTE:**

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

## 2024-2025 Differentiated Pay for Educational Support Personnel

### High Risk of Personal Injury

- A. Full-time paraprofessionals (6 hours or more) or Licensed Practical Nurses at Margaret K. Lewis School in Millville, Margaret K. Lewis at Surfside, St. Andrew School, New Horizons and Rosenwald High School (*schools with high risk of personal injury due to students with a history of aggressive behavior*) will receive a supplement of \$535.00 to be paid in two equal installments. Those paraprofessionals and Licensed Practical Nurses working less than full-time will receive a prorated supplement amount based on the number of hours they work per day at a qualifying site. The first installment will be paid the last check in December. The second installment will be paid in the final check of the school year.
- B. Full-time bus paraprofessionals and school bus drivers who work more than half the year on routes to and/or from Margaret K. Lewis School in Millville, Margaret K. Lewis at Surfside, St. Andrew School, New Horizons and/or Rosenwald High School will receive an annual supplement of \$250 per year. To be eligible for this supplement, bus paraprofessionals and school bus drivers must not miss more than five (5) full or partial days of work annually and be employed at the end of the school year. This supplement will be paid in the final check of the school year.

### Autism

Full-time 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.

# Placement Schedule 3

# Support Hourly

Effective: July 1, 2022

| 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 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 02 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 |
| 03 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 |
| 04 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 |
| 05 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 |
| 06 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.08 |
| 07 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.26 |
| 08 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.04 | 15.48 |
| 09 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.09 | 15.22 | 15.71 |
| 10 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.08 | 15.22 | 15.34 | 15.83 |
| 11 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.18 | 15.35 | 15.50 | 15.57 | 16.10 |
| 12 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.08 | 15.25 | 15.42 | 15.54 | 15.63 | 16.15 |
| 13 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.07 | 15.25 | 15.43 | 15.61 | 15.80 | 15.92 | 16.43 |
| 14 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.04 | 15.35 | 15.52 | 15.70 | 15.82 | 15.92 | 16.06 | 16.52 |
| 15 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.01 | 15.16 | 15.51 | 15.70 | 15.83 | 15.97 | 16.11 | 16.23 | 16.73 |
| 16 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.16 | 15.35 | 15.70 | 15.88 | 16.10 | 16.28 | 16.40 | 16.61 | 17.07 |
| 17 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.09 | 15.29 | 15.52 | 15.83 | 16.04 | 16.21 | 16.38 | 16.56 | 16.64 | 17.12 |
| 18 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.07 | 15.26 | 15.43 | 15.62 | 15.97 | 16.18 | 16.38 | 16.63 | 16.75 | 16.85 | 17.40 |
| 19 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.07 | 15.26 | 15.42 | 15.61 | 15.80 | 16.13 | 16.36 | 16.59 | 16.75 | 16.85 | 16.98 | 17.52 |
| 20 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.06 | 15.26 | 15.43 | 15.63 | 15.86 | 16.05 | 16.43 | 16.64 | 16.82 | 16.97 | 17.14 | 17.27 | 17.83 |
| 21 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.28 | 15.45 | 15.63 | 15.91 | 16.09 | 16.30 | 16.66 | 16.85 | 17.06 | 17.24 | 17.37 | 17.49 | 17.96 |
| 22 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.07 | 15.42 | 15.61 | 15.80 | 16.04 | 16.22 | 16.38 | 16.82 | 16.98 | 17.21 | 17.37 | 17.53 | 17.68 | 18.18 |
| 23 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.04 | 15.24 | 15.60 | 15.80 | 16.00 | 16.22 | 16.38 | 16.66 | 16.98 | 17.21 | 17.45 | 17.66 | 17.77 | 17.92 | 18.44 |
| 24 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.03 | 15.22 | 15.45 | 15.79 | 16.00 | 16.21 | 16.38 | 16.64 | 16.83 | 17.20 | 17.45 | 17.65 | 17.84 | 17.94 | 18.09 | 18.62 |
| 25 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.03 | 15.22 | 15.45 | 15.62 | 16.00 | 16.22 | 16.48 | 16.68 | 16.87 | 17.06 | 17.53 | 17.68 | 17.92 | 18.17 | 18.26 | 18.38 | 18.93 |
| 26 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.15 | 15.35 | 15.57 | 15.81 | 16.10 | 16.35 | 16.62 | 16.82 | 17.01 | 17.22 | 17.64 | 17.85 | 18.05 | 18.23 | 18.37 | 18.50 | 19.02 |
| 27 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.11 | 15.29 | 15.51 | 15.72 | 15.92 | 16.31 | 16.57 | 16.70 | 16.93 | 17.16 | 17.41 | 17.76 | 17.98 | 18.21 | 18.48 | 18.58 | 18.72 | 19.23 |
| 28 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.19 | 15.42 | 15.61 | 15.86 | 16.07 | 16.48 | 16.68 | 16.88 | 17.10 | 17.36 | 17.54 | 17.94 | 18.19 | 18.40 | 18.61 | 18.75 | 18.83 | 19.36 |
| 29 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.11 | 15.31 | 15.54 | 15.80 | 15.95 | 16.21 | 16.62 | 16.82 | 17.01 | 17.24 | 17.49 | 17.70 | 18.12 | 18.30 | 18.56 | 18.77 | 18.91 | 19.08 | 19.62 |
| 30 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.19 | 15.45 | 15.64 | 15.90 | 16.12 | 16.33 | 16.70 | 16.93 | 17.16 | 17.41 | 17.60 | 17.80 | 18.24 | 18.52 | 18.70 | 18.91 | 19.02 | 19.17 | 19.67 |
| 31 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.34 | 15.57 | 15.83 | 16.06 | 16.23 | 16.56 | 16.88 | 17.10 | 17.40 | 17.59 | 17.77 | 18.04 | 18.47 | 18.67 | 18.94 | 19.18 | 19.30 | 19.47 | 20.00 |
| 32 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.11 | 15.57 | 15.81 | 15.97 | 16.23 | 16.49 | 16.73 | 17.10 | 17.36 | 17.54 | 17.77 | 18.01 | 18.25 | 18.64 | 18.94 | 19.08 | 19.30 | 19.42 | 19.58 | 20.09 |       |
| 33 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.19 | 15.64 | 15.92 | 16.13 | 16.38 | 16.63 | 16.85 | 17.23 | 17.49 | 17.72 | 17.93 | 18.19 | 18.41 | 18.90 | 19.06 | 19.32 | 19.61 | 19.75 | 19.94 | 20.47 |       |
| 34 | 15.00 | 15.00 | 15.00 | 15.00 | 15.00 | 15.37 | 15.83 | 16.06 | 16.31 | 16.56 | 16.76 | 16.93 | 17.40 | 17.60 | 17.85 | 18.05 | 18.36 | 18.53 | 18.99 | 19.29 | 19.43 | 19.62 | 19.76 | 19.95 | 20.48 |       |
| 35 | 15.00 | 15.00 | 15.00 | 15.00 | 15.05 | 15.45 | 15.92 | 16.18 | 16.43 | 16.67 | 16.87 | 17.18 | 17.51 | 17.76 | 18.01 | 18.25 | 18.48 | 18.79 | 19.15 | 19.39 | 19.66 | 19.95 | 20.04 | 20.14 | 20.70 |       |
| 36 | 15.08 | 15.08 | 15.08 | 15.08 | 15.13 | 15.23 | 15.60 | 16.07 | 16.32 | 16.57 | 16.81 | 17.01 | 17.26 | 17.70 | 17.92 | 18.18 | 18.41 | 18.75 | 18.88 | 19.34 | 19.60 | 19.85 | 20.04 | 20.22 | 20.34 | 20.95 |
| 37 | 15.19 | 15.19 | 15.19 | 15.19 | 15.26 | 15.32 | 15.72 | 16.19 | 16.48 | 16.73 | 16.92 | 17.19 | 17.43 | 17.80 | 18.05 | 18.36 | 18.53 | 18.81 | 19.12 | 19.47 | 19.76 | 20.01 | 20.26 | 20.37 | 21.04 |       |
| 38 | 15.35 | 15.35 | 15.35 | 15.35 | 15.40 | 15.45 | 15.84 | 16.32 | 16.62 | 16.83 | 17.10 | 17.33 | 17.60 | 18.00 | 18.25 | 18.48 | 18.79 | 18.90 | 19.20 | 19.66 | 19.95 | 20.14 | 20.34 | 20.52 | 20.65 | 21.18 |
| 39 | 15.43 | 15.43 | 15.43 | 15.43 | 15.49 | 15.56 | 15.98 | 16.47 | 16.73 | 16.92 | 17.20 | 17.45 | 17.69 | 18.09 | 18.38 | 18.67 | 18.84 | 19.17 | 19.34 | 19.85 | 20.05 | 20.33 | 20.65 | 20.77 | 20.86 | 21.43 |
| 40 | 15.55 | 15.55 | 15.55 | 15.55 | 15.61 | 15.67 | 16.12 | 16.61 | 16.83 | 17.10 | 17.33 | 17.60 | 17.83 | 18.25 | 18.48 | 18.79 | 19.00 | 19.27 | 19.52 | 20.00 | 20.23 | 20.45 | 20.77 | 20.87 | 21.04 | 21.57 |
| 41 | 15.78 | 15.78 | 15.78 | 15.78 | 15.83 | 15.88 | 16.29 | 16.76 | 17.01 | 17.26 | 17.54 | 17.80 | 18.04 | 18.45 | 18.79 | 18.95 | 19.25 | 19.52 | 19.76 | 20.23 | 20.46 | 20.78 | 21.06 | 21.14 | 21.27 | 21.86 |
| 42 | 15.87 | 15.87 | 15.87 | 15.87 | 15.93 | 15.98 | 16.39 | 16.88 | 17.19 | 17.45 | 17.69 | 17.92 | 18.23 | 18.67 | 18.84 | 19.18 | 19.35 | 19.68 | 19.95 | 20.37 | 20.65 | 20.90 | 21.16 | 21.33 | 21.50 | 22.06 |
| 43 | 16.04 | 16.04 | 16.04 | 16.04 | 16.09 | 16.14 | 16.52 | 17.01 | 17.31 | 17.59 | 17.84 | 18.09 | 18.29 | 18.80 | 19.00 | 19.29 | 19.60 | 19.82 | 20.07 | 20.51 | 20.82 | 21.07 | 21.33 | 21.43 | 21.63 | 22.18 |
| 44 | 16.12 | 16.12 | 16.12 | 16.12 | 16.18 | 16.23 | 16.71 | 17.21 | 17.51 | 17.74 | 18.00 | 18.26 | 18.56 | 18.95 | 19.27 | 19.52 | 19.76 | 20.06 | 20.28 | 20.82 | 21.07 | 21.36 | 21.64 | 21.78 | 21.89 | 22.46 |
| 45 | 16.36 | 16.36 | 16.36 | 16.36 | 16.42 | 16.49 | 16.92 | 17.43 | 17.70 | 17.93 | 18.24 | 18.55 | 18.75 | 19.20 | 19.48 | 19.76 | 20.02 | 20.25 | 20.59 | 21.05 | 21    |       |       |       |       |       |

**Placement Schedule 3A      Support Salaried      Effective: July 1, 2022**

| 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     |
|----|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 02 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 |
| 03 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,461 |
| 04 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,952 |
| 05 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 30,034 |
| 06 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,346 | 29,571 | 29,907 | 30,850 |
| 07 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,375 | 29,631 | 29,937 | 30,189 | 31,203 |
| 08 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,629 | 29,937 | 30,189 | 30,469 | 30,778 | 31,695 |
| 09 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,624 | 29,937 | 30,245 | 30,668 | 30,891 | 31,115 | 32,155 |
| 10 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,319 | 29,850 | 30,217 | 30,553 | 30,862 | 31,115 | 31,366 | 32,402 |
| 11 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,346 | 29,571 | 30,241 | 30,668 | 31,059 | 31,394 | 31,701 | 31,873 | 32,920 |
| 12 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,461 | 29,962 | 30,551 | 30,862 | 31,171 | 31,561 | 31,788 | 32,012 | 33,055 |
| 13 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,461 | 29,906 | 30,217 | 30,859 | 31,171 | 31,590 | 31,955 | 32,319 | 32,599 | 33,627 |
| 14 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,346 | 29,571 | 29,993 | 30,328 | 30,776 | 31,393 | 31,757 | 32,122 | 32,377 | 32,599 | 32,824 | 33,817 |
| 15 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,489 | 29,963 | 30,272 | 30,694 | 31,030 | 31,726 | 32,121 | 32,404 | 32,740 | 32,941 | 33,218 | 34,251 |
| 16 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,457 | 29,962 | 30,219 | 30,692 | 31,030 | 31,394 | 32,115 | 32,516 | 32,908 | 33,275 | 33,555 | 33,972 | 34,932 |
| 17 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,766 | 30,187 | 30,497 | 30,889 | 31,255 | 31,756 | 32,399 | 32,795 | 33,159 | 33,523 | 33,860 | 34,057 | 35,014 |
| 18 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,431 | 30,072 | 30,468 | 30,834 | 31,197 | 31,590 | 31,982 | 32,734 | 33,104 | 33,522 | 34,027 | 34,282 | 34,480 | 35,586 |        |
| 19 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,320 | 29,739 | 30,409 | 30,832 | 31,197 | 31,561 | 31,955 | 32,319 | 33,017 | 33,495 | 33,945 | 34,280 | 34,480 | 34,758 | 35,884 |        |
| 20 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,320 | 29,739 | 30,132 | 30,830 | 31,197 | 31,590 | 32,009 | 32,457 | 32,822 | 33,604 | 34,054 | 34,393 | 34,730 | 35,066 | 35,350 | 36,454 |        |
| 21 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,320 | 29,739 | 30,132 | 30,553 | 31,221 | 31,646 | 32,010 | 32,569 | 32,880 | 33,327 | 34,079 | 34,477 | 34,924 | 35,290 | 35,517 | 35,799 | 36,756 |        |
| 22 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,656 | 30,020 | 30,443 | 30,832 | 31,559 | 31,955 | 32,319 | 32,794 | 33,186 | 33,523 | 34,386 | 34,757 | 35,207 | 35,516 | 35,880 | 36,160 | 37,216 |        |
| 23 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,487 | 29,936 | 30,412 | 30,777 | 31,142 | 31,922 | 32,318 | 32,767 | 33,186 | 33,523 | 34,084 | 34,753 | 35,207 | 35,681 | 36,131 | 36,383 | 36,666 | 37,734 |        |
| 24 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,447 | 29,935 | 30,245 | 30,776 | 31,115 | 31,645 | 32,288 | 32,767 | 33,159 | 33,523 | 34,053 | 34,422 | 35,202 | 35,681 | 36,103 | 36,467 | 36,722 | 37,029 | 38,088 |        |
| 25 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,867 | 30,244 | 30,776 | 31,115 | 31,645 | 31,983 | 32,764 | 33,186 | 33,719 | 34,141 | 34,533 | 34,927 | 35,874 | 36,160 | 36,663 | 37,165 | 37,366 | 37,592 | 38,741 |        |
| 26 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 30,034 | 30,496 | 31,000 | 31,394 | 31,870 | 32,347 | 32,932 | 33,467 | 33,999 | 34,393 | 34,840 | 35,234 | 36,069 | 36,496 | 36,972 | 37,310 | 37,561 | 37,844 | 38,929 |        |
| 27 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,541 | 30,427 | 30,944 | 31,255 | 31,728 | 32,178 | 32,598 | 33,352 | 33,887 | 34,199 | 34,646 | 35,095 | 35,625 | 36,353 | 36,802 | 37,280 | 37,813 | 38,039 | 38,292 | 39,340 |        |
| 28 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,704 | 30,597 | 31,086 | 31,560 | 31,955 | 32,457 | 32,879 | 33,715 | 34,141 | 34,561 | 34,982 | 35,486 | 35,906 | 36,713 | 37,225 | 37,619 | 38,065 | 38,348 | 38,544 | 39,613 |        |
| 29 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 30,058 | 30,960 | 31,310 | 31,784 | 32,317 | 32,683 | 33,158 | 33,996 | 34,393 | 34,840 | 35,287 | 35,795 | 36,215 | 37,052 | 37,450 | 38,006 | 38,403 | 38,684 | 39,075 | 40,129 |        |
| 30 | 29,280 | 29,280 | 29,280 | 29,280 | 29,381 | 29,390 | 30,196 | 31,101 | 31,645 | 32,039 | 32,542 | 32,963 | 33,412 | 34,193 | 34,646 | 35,095 | 35,625 | 36,021 | 36,411 | 37,329 | 37,894 | 38,235 | 38,682 | 38,964 | 39,190 | 40,238 |
| 31 | 29,494 | 29,494 | 29,494 | 29,494 | 29,607 | 29,615 | 30,468 | 31,382 | 31,870 | 32,401 | 32,850 | 33,217 | 33,857 | 34,557 | 34,982 | 35,598 | 35,992 | 36,381 | 36,943 | 37,808 | 38,178 | 38,764 | 39,214 | 39,524 | 39,807 | 40,918 |
| 32 | 29,911 | 29,911 | 29,911 | 29,911 | 30,025 | 30,033 | 30,929 | 31,856 | 32,347 | 32,738 | 33,216 | 33,746 | 34,250 | 34,978 | 35,486 | 35,906 | 36,380 | 36,888 | 37,363 | 38,147 | 38,764 | 39,077 | 39,523 | 39,722 | 40,030 | 41,108 |
| 33 | 30,136 | 30,136 | 30,136 | 30,136 | 30,250 | 30,259 | 31,092 | 32,025 | 32,596 | 32,993 | 33,521 | 34,027 | 34,477 | 35,284 | 35,795 | 36,270 | 36,692 | 37,225 | 37,646 | 38,648 | 39,019 | 39,577 | 40,110 | 40,421 | 40,784 | 41,870 |
| 34 | 30,391 | 30,391 | 30,391 | 30,391 | 30,504 | 30,510 | 31,445 | 32,388 | 32,850 | 33,354 | 33,859 | 34,309 | 34,647 | 35,619 | 36,021 | 36,495 | 36,972 | 37,558 | 37,927 | 38,898 | 39,493 | 39,750 | 40,141 | 40,450 | 40,814 | 41,897 |
| 35 | 30,557 | 30,557 | 30,557 | 30,557 | 30,671 | 30,678 | 31,635 | 32,584 | 33,103 | 33,608 | 34,111 | 34,533 | 35,147 | 35,847 | 36,355 | 36,888 | 37,363 | 37,814 | 38,427 | 39,126 | 39,690 | 40,195 | 40,810 | 41,011 | 41,236 | 42,360 |
| 36 | 30,865 | 30,865 | 30,865 | 30,865 | 30,978 | 30,987 | 31,908 | 32,864 | 33,383 | 33,887 | 34,367 | 34,840 | 35,317 | 36,210 | 36,663 | 37,197 | 37,645 | 38,344 | 38,600 | 39,626 | 40,085 | 40,614 | 41,008 | 41,345 | 41,656 | 42,823 |
| 37 | 31,090 | 31,090 | 31,090 | 31,090 | 31,203 | 31,211 | 32,181 | 33,146 | 33,719 | 34,250 | 34,618 | 35,175 | 35,654 | 36,408 | 36,971 | 37,558 | 37,927 | 38,484 | 39,099 | 39,826 | 40,446 | 40,952 | 41,459 | 41,739 | 41,965 | 43,068 |
| 38 | 31,398 | 31,398 | 31,398 | 31,398 | 31,510 | 31,520 | 32,423 | 33,395 | 33,998 | 34,422 | 34,980 | 35,430 | 36,016 | 36,853 | 37,363 | 37,814 | 38,427 | 38,656 | 39,269 | 40,191 | 40,810 | 41,234 | 41,653 | 41,963 | 42,245 | 43,368 |
| 39 | 31,594 | 31,594 | 31,594 | 31,594 | 31,709 | 31,716 | 32,726 | 33,706 | 34,250 | 34,618 | 35,203 | 35,681 | 36,186 | 37,023 | 37,589 | 38,176 | 38,568 | 39,184 | 39,634 | 40,609 | 41,036 | 41,624 | 42,241 | 42,525 | 42,695 | 43,858 |
| 40 | 31,820 | 31,820 | 31,820 | 31,820 | 31,932 | 31,940 | 32,995 | 33,986 | 34,422 | 34,980 | 35,430 | 36,016 | 36,466 | 37,360 | 37,814 | 38,427 | 38,931 | 39,439 | 39,942 | 40,919 | 41,372 | 41,849 | 42,520 | 42,721 | 43,029 | 44,128 |
| 41 | 32,267 | 32,267 | 32,267 | 32,267 | 32,380 | 32,388 | 33,294 | 34,293 | 34,839 | 35,317 | 35,905 | 36,410 | 36,943 | 37,751 | 38,427 | 38,793 | 39,381 | 39,942 | 40,448 | 41,368 | 41,878 | 42,548 | 43,083 | 43,283 | 43,534 | 44,700 |
| 42 | 32,493 | 32,493 | 32,493 | 32,493 | 32,606 | 32,613 | 33,540 | 34,547 | 35,175 | 35,681 | 36,186 | 36,663 | 37,305 | 38,171 | 38,568 | 39,211 | 39,661 | 40,249 | 40,811 | 41,732 | 42,242 | 42,774 | 43,307 | 43,646 | 43,982 | 45,163 |
| 43 |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |

**Placement Schedule 3B      Support Salaried      Effective: May 9, 2023**

| <b>PG</b> | <b>0-5</b> | <b>6-10</b> | <b>11-15</b> | <b>16-20</b> | <b>21+</b> |
|-----------|------------|-------------|--------------|--------------|------------|
| <b>60</b> | 29,280.00  | 31,232.00   | 33,184.00    | 35,136.00    | 37,088.00  |
| <b>61</b> | 30,256.00  | 32,208.00   | 34,160.00    | 36,112.00    | 38,064.00  |
| <b>62</b> | 31,232.00  | 33,184.00   | 35,136.00    | 37,088.00    | 39,040.00  |
| <b>63</b> | 32,208.00  | 34,160.00   | 36,112.00    | 38,064.00    | 40,016.00  |
| <b>64</b> | 33,184.00  | 35,136.00   | 37,088.00    | 39,040.00    | 40,992.00  |
| <b>65</b> | 34,160.00  | 36,112.00   | 38,064.00    | 40,016.00    | 41,968.00  |
| <b>66</b> | 35,136.00  | 37,088.00   | 39,040.00    | 40,992.00    | 42,944.00  |
| <b>67</b> | 36,112.00  | 38,064.00   | 40,016.00    | 41,968.00    | 43,920.00  |
| <b>68</b> | 37,088.00  | 39,040.00   | 40,992.00    | 42,944.00    | 44,896.00  |
| <b>69</b> | 38,064.00  | 40,016.00   | 41,968.00    | 43,920.00    | 45,872.00  |
| <b>70</b> | 39,040.00  | 40,992.00   | 42,944.00    | 44,896.00    | 46,848.00  |
| <b>71</b> | 40,016.00  | 41,968.00   | 43,920.00    | 45,872.00    | 47,824.00  |
| <b>72</b> | 40,992.00  | 42,944.00   | 44,896.00    | 46,848.00    | 48,800.00  |
| <b>73</b> | 41,968.00  | 43,920.00   | 45,872.00    | 47,824.00    | 49,776.00  |
| <b>74</b> | 42,944.00  | 44,896.00   | 46,848.00    | 48,800.00    | 50,752.00  |
| <b>75</b> | 43,920.00  | 45,872.00   | 47,824.00    | 49,776.00    | 51,728.00  |
| <b>76</b> | 44,896.00  | 46,848.00   | 48,800.00    | 50,752.00    | 52,704.00  |
| <b>77</b> | 45,872.00  | 47,824.00   | 49,776.00    | 51,728.00    | 53,680.00  |
| <b>78</b> | 46,848.00  | 48,800.00   | 50,752.00    | 52,704.00    | 54,656.00  |
| <b>79</b> | 47,824.00  | 49,776.00   | 51,728.00    | 53,680.00    | 55,632.00  |
| <b>80</b> | 48,800.00  | 50,752.00   | 52,704.00    | 54,656.00    | 56,608.00  |

| <b>PG</b> | <b>0-5</b> | <b>6-10</b> | <b>11-15</b> | <b>16-20</b> | <b>21+</b> |
|-----------|------------|-------------|--------------|--------------|------------|
| <b>60</b> | 15.00      | 16.00       | 17.00        | 18.00        | 19.00      |
| <b>61</b> | 15.50      | 16.50       | 17.50        | 18.50        | 19.50      |
| <b>62</b> | 16.00      | 17.00       | 18.00        | 19.00        | 20.00      |
| <b>63</b> | 16.50      | 17.50       | 18.50        | 19.50        | 20.50      |
| <b>64</b> | 17.00      | 18.00       | 19.00        | 20.00        | 21.00      |
| <b>65</b> | 17.50      | 18.50       | 19.50        | 20.50        | 21.50      |
| <b>66</b> | 18.00      | 19.00       | 20.00        | 21.00        | 22.00      |
| <b>67</b> | 18.50      | 19.50       | 20.50        | 21.50        | 22.50      |
| <b>68</b> | 19.00      | 20.00       | 21.00        | 22.00        | 23.00      |
| <b>69</b> | 19.50      | 20.50       | 21.50        | 22.50        | 23.50      |
| <b>70</b> | 20.00      | 21.00       | 22.00        | 23.00        | 24.00      |
| <b>71</b> | 20.50      | 21.50       | 22.50        | 23.50        | 24.50      |
| <b>72</b> | 21.00      | 22.00       | 23.00        | 24.00        | 25.00      |
| <b>73</b> | 21.50      | 22.50       | 23.50        | 24.50        | 25.50      |
| <b>74</b> | 22.00      | 23.00       | 24.00        | 25.00        | 26.00      |
| <b>75</b> | 22.50      | 23.50       | 24.50        | 25.50        | 26.50      |
| <b>76</b> | 23.00      | 24.00       | 25.00        | 26.00        | 27.00      |
| <b>77</b> | 23.50      | 24.50       | 25.50        | 26.50        | 27.50      |
| <b>78</b> | 24.00      | 25.00       | 26.00        | 27.00        | 28.00      |
| <b>79</b> | 24.50      | 25.50       | 26.50        | 27.50        | 28.50      |
| <b>80</b> | 25.00      | 26.00       | 27.00        | 28.00        | 29.00      |



# **NON-BARGAINING**

**ADMINISTRATIVE** – Salary Placement Schedule 2

**CONFIDENTIAL** – Salary Placement Schedule 4

**LICENSED** – Salary Placement Schedule 5

**SAFETY & SECURITY OFFICERS** – Salary Placement  
Schedule 6

# **ADMINISTRATIVE PERSONNEL**

## ADMINISTRATIVE PERSONNEL

A. All full-time Administrative employees employed for 12 months will be paid an annual salary commensurate with experience, classification and paygrade, using Placement Schedule 2.

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

Thursday, July 4, 2024  
Monday, September 2, 2024  
Monday, November 11, 2024  
Thursday, November 28, 2024  
Friday, November 29, 2024

Tuesday, December 24, 2024  
Wednesday, December 25, 2024  
Wednesday, January 1, 2025  
Monday, January 20, 2025  
Monday, May 26, 2025

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

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

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

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

July 1 – July 5, 2024  
December 23, 2024 – January 3, 2025  
March 17 - 21, 2025

*June 30 – July 4, 2025 (FY 2025 – 2026)*

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

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

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

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

- I. 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 & Deans
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 position, teaching experience will not be considered.
  4. Years of experience spent as a Dean will be counted as years of administrative experience for pay purposes on Placement Schedule 2.
- K. 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.
- N. Principals and Assistant Principals are employed for 12 months.
- O. Placement of Administrative Personnel  
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 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 zero (0) level.

A current 12-month administrator moving to a lesser pay grade on Salary Placement Schedule 2 will either have their current salary decreased by the amount equal to the difference between the current pay grade and the new pay grade at the zero (0) level OR will be placed using related experience at the new pay grade, whichever will benefit the employee.

A current 12-month administrator, who previously moved to another 12-month administrative position and was placed at a lesser pay grade on Placement Schedule 2 per the placement language approved on July 1, 2017, which would have benefitted from the new language that calculates the difference between the current pay grade and the new pay grade at the zero (0) level will be recalculated and adjusted upon Board approval.

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 Placement Schedule
- an employee that is changing from a 10-month pay grade to a 12-month pay grade or a 12-month pay grade to a 10-month pay grade within the administrative schedule

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

P. ADMINISTRATIVE EXPERIENCE

Only experience in an administrative position will count towards 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 36, J for Deans.*

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.

# 2024-2025 CLASSIFICATION & PAYGRADES ADMINISTRATIVE/SUPERVISORY PERSONNEL

(Refer to Placement Schedule 2)

| CERTIFICATED ADMINISTRATIVE PERSONNEL                                  | PAYGRADE |
|--|----------|
| Deputy Superintendent .....  | 48       |
| Deputy Superintendent – Operations                                     |          |
| Deputy Superintendent – Teaching & Learning                            |          |
| Executive Director .....   | 43       |
| Executive Director of Exceptional Student Education & Student Services |          |
| Executive Director of Human Resources & Employee Support Services      |          |
| Director .....   | 39       |
| Director of Athletics & Extracurricular Activities                     |          |
| Director of Elementary Instructional Services                          |          |
| Director of ESE & Pre-kindergarten Services                            |          |
| Director of Federal Programs   |          |
| Director of School Safety  |          |
| Director of Secondary & Adult Instructional Services                   |          |
| Director of Student Services   |          |
| Director of Student Wellness Programs                                  |          |
| Supervisor .....   | 37       |
| Supervisor of Career & Technical Education                             |          |
| Supervisor of Educator Quality   |          |
| Supervisor of Instructional Technology & Media Services                |          |
| Supervisor of Student Wellness Programs                                |          |
| Supervisor of Title I  |          |
| Coordinator .....  | 35       |
| Coordinator of Assessment & Accountability                             |          |
| Coordinator of Bay BASE  |          |
| Coordinator of Exceptional Student Education                           |          |
| Coordinator of Virtual School Programs                                 |          |
| Title IX Coordinator   |          |
| VPK & ESE Pre-K Coordinator  |          |
| Human Resources Compliance Administrator .....                         | 34       |
| Program Specialist .....   | 28       |
| Instructional Specialist (10-month):                                   |          |
| Instructional Specialist with a bachelor's degree .....                | A6       |
| Instructional Specialist with a master's degree .....                  | A7       |
| Administrator on Special Assignment .....                              | TBD*     |

**NON-CERTIFICATED ADMINISTRATIVE PERSONNEL****PAYGRADE**

|   |    |
|---|----|
| Executive Director .....  | 43 |
| Executive Director, Beacon Learning Center                                |    |
| Executive Director for Business Support Services (CFO)                    |    |
| Executive Director of Facilities  |    |
| Executive Director of Management Information Services                     |    |
| General Manager of Purchasing, Contracting and Materials Management ..... | 42 |
| Director .....  | 39 |
| Director of Budget & Finance  |    |
| Director of Communications  |    |
| Director of Food Service  |    |
| Director of Maintenance   |    |
| Director of Transportation  |    |
| Insurance & Risk Manager .....  | 39 |
| Senior Manager – Development .....  | 39 |
| Senior Manager – Infrastructure .....                                     | 39 |
| Senior Manager – Security .....   | 39 |
| Senior Project Manager – Facilities .....                                 | 39 |
| Accounting Supervisor .....   | 29 |
| Budget Officer .....  | 25 |
| Payroll Officer .....   | 25 |
| Purchasing Agent .....  | 22 |
| Transportation Operations Supervisor .....                                | 20 |
| Beacon Project Administrator .....  | 20 |
| District Police Chief .....   | 19 |
| Maintenance Operations Supervisor .....                                   | 19 |
| Stadium Manager .....   | 19 |
| Project Manager Audio/Visual ITV: Media Services .....                    | 19 |
| Senior Accountant .....   | 18 |
| Fleet Manager (Transportation) .....                                      | 15 |
| Carpenter Shop Supervisor .....   | 13 |
| HVAC Shop Supervisor .....  | 13 |
| Plumbing/Heating Shop Supervisor .....                                    | 13 |
| Electrical Shop Supervisor .....  | 13 |
| Assistant Stadium Manager .....   | 14 |
| Internal Accounts Auditor .....   | 11 |
| District Assistant Police Chief .....                                     | 11 |
| Assistant Payroll Officer .....   | 9  |
| Property Records Manager .....  | 9  |
| Warehouse Manager .....   | 9  |
| Route Manager .....   | 5  |
| Bay BASE Site Manager .....   | BB |

*\*TBD – To Be Determined*

**NOTE:**

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

# 2024-2025 CLASSIFICATION & PAYGRADES SCHOOL-BASED ADMINISTRATIVE PERSONNEL

(Refer to Placement Schedule 2)

| SCHOOL-BASED CERTIFICATED PERSONNEL  | PAYGRADE |
|--|----------|
| Principal of High Schools, Bozeman .....   | 44       |
| Director of Tom P. Haney Technical College.....  | 44       |
| Principal of Middle Schools, New Horizons, Margaret K. Lewis in Millville,<br>Rosenwald High School, Tyndall Academy & Breakfast Point Academy ..... | 42       |
| Principal of Elementary Schools.....   | 39       |
| Assistant Principal of High Schools, Bozeman, Rutherford High School.....  | 36       |
| Assistant Director for Tom P. Haney Technical College .....  | 36       |
| Assistant Principal of Middle Schools, Rosenwald, Breakfast Point Academy,<br>Tyndall Academy, New Horizons.....                                     | 34       |
| Head Football Coach/Athletic Director.....   | 34       |
| Head Football Coach .....  | 32       |
| Assistant Principal of Margaret K. Lewis in Millville .....  | 30       |
| Assistant Principal of Elementary Schools .....  | 28       |
| Dean (10-month).....   | A7       |
| Administrator on Special Assignment.....   | TBD*     |
| Turnaround Principal – Lateral Transfer .....  | TBD*     |

*\*TBD – To Be Determined*

**NOTE:**

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



**2024-2025 CLASSIFICATION & PAYGRADES**  
**SALARIED ADMINISTRATIVE, NON-SUPERVISORY**  
**& TECHNICAL PERSONNEL**  
(See Placement Schedule 2)

| <b>NON-SUPERVISORY &amp; TECHNICAL ADMINISTRATIVE PERSONNEL</b>                 | <b>PAYGRADE</b> |
|---|-----------------|
| Coordinator .....   | 35              |
| Career & Technical Education Coordinator  |                 |
| Coordinator of Marketing & Community Outreach                                   |                 |
| School Safety Coordinator   |                 |
| Threat Management Coordinator   |                 |
| Senior Programmer Analyst .....   | 32              |
| Project Manager/Building Code Inspector/Plans Examiner.....                     | 30              |
| Project Manager - Facilities .....  | 30              |
| Property Manager .....  | 30              |
| Student & Financial Services Administrator-Tom P. Haney Technical College ..... | 30              |
| Project Manager.....  | 28              |
| Advanced Programmer Analyst.....  | 28              |
| Beacon Web Application Developer III .....                                      | 28              |
| Food Service Program Administrator .....  | 23              |
| Certification/Compliance HR Administrator .....                                 | 20              |
| Beacon Quality Assurance Analyst .....  | 20              |
| Senior Network Administrator.....   | 18              |
| Programmer Analyst .....  | 18              |
| Beacon Web Application Developer II .....                                       | 18              |
| Beacon Online Curriculum Developer .....  | 18              |
| Building Automation Systems/Energy Conservation Systems Manager .....           | 17              |
| Budget Analyst.....   | 15              |
| Data Specialist.....  | 12              |
| Beacon Web Application Developer I .....  | 12              |
| Advanced Network Administrator .....  | 11              |
| Claims Investigator.....  | 10              |
| Assistant Purchasing Agent .....  | 9               |
| Associate Accountant.....   | 9               |
| Beacon Administrative Manager.....  | 9               |
| Capital Projects Contracts Manager.....   | 9               |
| Contracts Manager/Inspector .....   | 9               |
| Communications Specialist .....   | 7               |
| Application Administrator.....  | 6               |
| Network Administrator .....   | 6               |
| Employee Benefits Manager .....   | 2               |
| Beacon Information Technology Specialist.....                                   | 1               |
| Safety Officer/Trainer .....  | 1               |

***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.) |    |

**NOTE:**

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

***SCHOOL-BASED ADMINISTRATIVE ALLOCATIONS***  
***per Staffing Formula Board Approved 03/26/24***

**Elementary Schools**

- 1 Principal
- 1 Assistant Principal OR Assistant Administrator (Dean)

**Middle Schools**

- 1 Principal
- 1 Assistant Principal
- Assistant Administrator (Dean):
  - Enrollment 0-750 = 1
  - Enrollment 751-1000 = 2
  - Enrollment 1001-1300 = 3

**High Schools**

- 1 Principal
- 2 Assistant Principals
- Assistant Administrator (Dean):
  - Enrollment 0-900 = 1
  - Enrollment 901-1499 = 2
  - Enrollment 1500-1799 = 3
  - Enrollment 1800+ = 4
- 1 Head Football Coach **OR** Head Football Coach/Athletic Director

**Pre-K through 8 Schools**

- 1 Principal
- 2 Assistant Principals
- Assistant Administrators (Dean):
  - Enrollment 0 - 999 = 1
  - Enrollment 1000-1249 = 2

**Pre-K through 12 School**

- 1 Principal
- 3 Assistant Principals
- Assistant Administrators (Dean):
  - Enrollment 0 - 999 = 1
  - Enrollment 1000-1249 = 2
  - Enrollment 1250-1500 = 3
  - Enrollment 1501 - 1800 = 4
- 1 Head Football Coach **OR** Head Football Coach/Athletic Director

**Margaret K. Lewis School in Millville**

- 1 Principal
- 1 Assistant Principal

**New Horizons (oversees DJJ)**

- 1 Principal
- 1 Assistant Principal

**Rosenwald High School (6-12 school)**

- 1 Principal
- 1 Assistant Principal
- 1 Assistant Administrator (Dean)
- 1 Assistant Principal for **Rosenwald Academy**

**Rutherford High School (6-12 school)**

- 1 Principal, High School
- 3 Assistant Principals
- Assistant Administrators (Dean):
  - Enrollment 0 - 900 = 1
  - Enrollment 901 - 1499 = 2
  - Enrollment 1500 - 1799 = 3
  - Enrollment 1800+ = 4
- 1 Head Football Coach **OR** Head Football Coach/Athletic Director

**St. Andrew School**

- 1 Principal
- 1 Assistant Principal

**Surfside Academy (PK-Adult)**

- 1 Assistant Administrator (Dean)

**Tom P. Haney (funded through Workforce)**

- 1 Director
- 1 Assistant Director
- 2 Assistant Administrators (Deans) Funded thru Workforce

## **2024-2025 DIFFERENTIATED PAY FOR ADMINISTRATORS**

### **High Risk of Personal Injury**

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

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

### **District Bargaining Team**

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

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

### **Shelter Manager**

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

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

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

### **Workshops, Training and/or Special Curriculum Projects**

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

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

- In order to better assist schools in Turnaround Status as defined by the Florida Department of Education, the Superintendent may assign a one-time supplement of up to \$10,000.00 (paid throughout the school year) to principals and up to \$5,000.00 (paid throughout the school year) to assistant principals and/or deans ***recommended by the Superintendent to transfer and lead schools in Turnaround Status.***
- Principals, assistant principals, and/or deans who ***previously transferred or are currently assigned to a school in Differentiated Accountability or Turnaround Status*** may be assigned a supplement by the Superintendent of up to \$5,000.00 for the principal and up to \$2,500.00 for the assistant principal and/or dean.
- When the school grade increases to “C” or better, the school exits **Differentiated Accountability** or Turnaround Status. ***At the recommendation of the Superintendent and the approval of the Board, a recruitment/retention bonus*** in the amount of up to \$5,000.00 for the principal and up to \$2,500.00 for the assistant principal and/or dean may be paid for the year following the D or F school grade rating.

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

# Placement Schedule 2

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

Effective: July 1, 2024

| 10-MONTH ADMINISTRATIVE CLASSIFICATION  |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|   | 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                                      | 49,250 | 49,250 | 49,250 | 49,250 | 50,350 | 50,350 | 50,350 | 51,450 | 51,450 | 51,450 | 52,550 | 52,550 | 52,550 | 53,650 | 53,650 | 53,650 | 54,750 | 54,750 | 54,750 | 55,850 | 55,850 | 55,850 | 56,950 | 57,277 | 58,275 | 59,274 |
| A7                                      | 50,750 | 50,750 | 50,750 | 50,750 | 51,850 | 51,850 | 51,850 | 52,950 | 52,950 | 52,950 | 54,050 | 54,050 | 54,050 | 55,150 | 55,150 | 55,150 | 56,250 | 56,250 | 56,250 | 57,350 | 57,350 | 57,350 | 58,540 | 58,620 | 59,618 | 60,616 |
| 12-MONTH ADMINISTRATIVE CLASSIFICATIONS |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |
|   | 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     |
| B8                                      | 31,320 | 31,320 | 31,320 | 31,630 | 32,046 | 32,462 | 33,127 | 33,793 | 34,458 | 35,124 | 35,790 | 36,622 | 37,454 | 38,286 | 39,118 | 39,950 | 40,948 | 41,946 | 42,945 | 43,943 | 44,942 | 45,940 | 46,938 | 47,937 | 48,935 | 49,934 |
| OA                                      | 34,376 | 34,792 | 35,208 | 35,624 | 36,040 | 36,456 | 37,122 | 37,787 | 38,453 | 39,119 | 39,784 | 40,616 | 41,448 | 42,280 | 43,112 | 43,944 | 44,943 | 45,941 | 46,939 | 47,938 | 48,936 | 49,935 | 50,933 | 51,931 | 52,930 | 53,928 |
| 00                                      | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,924 | 30,590 | 31,422 | 32,254 | 33,086 | 33,918 | 34,750 | 35,748 | 36,746 | 37,745 | 38,743 | 39,742 | 40,740 | 41,738 | 42,737 | 43,735 | 44,734 |
| 01                                      | 34,574 | 34,990 | 35,406 | 35,822 | 36,238 | 36,654 | 37,319 | 37,985 | 38,651 | 39,316 | 39,982 | 40,814 | 41,646 | 42,478 | 43,310 | 44,142 | 45,140 | 46,139 | 47,137 | 48,135 | 49,134 | 50,132 | 51,131 | 52,129 | 53,127 | 54,126 |
| 02                                      | 35,539 | 35,955 | 36,371 | 36,787 | 37,203 | 37,619 | 38,284 | 38,950 | 39,616 | 40,281 | 40,947 | 41,779 | 42,611 | 43,443 | 44,275 | 45,107 | 46,105 | 47,104 | 48,102 | 49,100 | 50,099 | 51,097 | 52,096 | 53,094 | 54,092 | 55,091 |
| 03                                      | 36,497 | 36,913 | 37,329 | 37,745 | 38,161 | 38,577 | 39,242 | 39,908 | 40,574 | 41,239 | 41,905 | 42,737 | 43,569 | 44,401 | 45,233 | 46,065 | 47,063 | 48,062 | 49,060 | 50,058 | 51,057 | 52,055 | 53,054 | 54,052 | 55,050 | 56,049 |
| 04                                      | 38,209 | 38,625 | 39,041 | 39,457 | 39,873 | 40,289 | 40,954 | 41,620 | 42,285 | 42,951 | 43,617 | 44,449 | 45,281 | 46,113 | 46,945 | 47,777 | 48,775 | 49,773 | 50,772 | 51,770 | 52,769 | 53,767 | 54,765 | 55,764 | 56,762 | 57,761 |
| 05                                      | 38,411 | 38,827 | 39,243 | 39,659 | 40,075 | 40,491 | 41,157 | 41,823 | 42,488 | 43,154 | 43,819 | 44,651 | 45,483 | 46,315 | 47,147 | 47,979 | 48,978 | 49,976 | 50,975 | 51,973 | 52,971 | 53,970 | 54,968 | 55,967 | 56,965 | 57,963 |
| 06                                      | 39,375 | 39,791 | 40,207 | 40,623 | 41,039 | 41,455 | 42,121 | 42,787 | 43,452 | 44,118 | 44,783 | 45,615 | 46,447 | 47,279 | 48,111 | 48,943 | 49,942 | 50,940 | 51,939 | 52,937 | 53,935 | 54,934 | 55,932 | 56,931 | 57,929 | 58,927 |
| 07                                      | 40,333 | 40,749 | 41,165 | 41,581 | 41,997 | 42,413 | 43,079 | 43,744 | 44,410 | 45,076 | 45,741 | 46,573 | 47,405 | 48,237 | 49,069 | 49,901 | 50,900 | 51,898 | 52,896 | 53,895 | 54,893 | 55,892 | 56,890 | 57,888 | 58,887 | 59,885 |
| 08                                      | 41,291 | 41,707 | 42,123 | 42,539 | 42,955 | 43,371 | 44,037 | 44,702 | 45,368 | 46,034 | 46,699 | 47,531 | 48,363 | 49,195 | 50,027 | 50,859 | 51,858 | 52,856 | 53,854 | 54,853 | 55,851 | 56,850 | 57,848 | 58,846 | 59,845 | 60,843 |
| 09                                      | 42,252 | 42,668 | 43,084 | 43,500 | 43,916 | 44,332 | 44,998 | 45,663 | 46,329 | 46,994 | 47,660 | 48,492 | 49,324 | 50,156 | 50,988 | 51,820 | 52,818 | 53,817 | 54,815 | 55,814 | 56,812 | 57,810 | 58,809 | 59,807 | 60,806 | 61,804 |
| 10                                      | 43,209 | 43,625 | 44,041 | 44,457 | 44,873 | 45,289 | 45,954 | 46,620 | 47,286 | 47,951 | 48,617 | 49,449 | 50,281 | 51,113 | 51,945 | 52,777 | 53,775 | 54,774 | 55,772 | 56,770 | 57,769 | 58,767 | 59,766 | 60,764 | 61,762 | 62,761 |
| 11                                      | 44,166 | 44,582 | 44,998 | 45,414 | 45,830 | 46,246 | 46,911 | 47,577 | 48,242 | 48,908 | 49,574 | 50,406 | 51,238 | 52,070 | 52,902 | 53,734 | 54,732 | 55,730 | 56,729 | 57,727 | 58,726 | 59,724 | 60,722 | 61,721 | 62,719 | 63,718 |
| 12                                      | 45,124 | 45,540 | 45,956 | 46,372 | 46,788 | 47,204 | 47,869 | 48,535 | 49,200 | 49,866 | 50,532 | 51,364 | 52,196 | 53,028 | 53,860 | 54,692 | 55,690 | 56,688 | 57,687 | 58,685 | 59,684 | 60,682 | 61,680 | 62,679 | 63,677 | 64,676 |
| 13                                      | 46,086 | 46,502 | 46,918 | 47,334 | 47,750 | 48,166 | 48,831 | 49,497 | 50,162 | 50,828 | 51,494 | 52,326 | 53,158 | 53,990 | 54,822 | 55,654 | 56,652 | 57,650 | 58,649 | 59,647 | 60,646 | 61,644 | 62,642 | 63,641 | 64,639 | 65,638 |
| 14                                      | 47,048 | 47,464 | 47,880 | 48,296 | 48,712 | 49,128 | 49,793 | 50,459 | 51,124 | 51,790 | 52,456 | 53,288 | 54,120 | 54,952 | 55,784 | 56,616 | 57,614 | 58,612 | 59,611 | 60,609 | 61,608 | 62,606 | 63,604 | 64,603 | 65,601 | 66,600 |
| 15                                      | 48,006 | 48,422 | 48,838 | 49,254 | 49,670 | 50,086 | 50,752 | 51,418 | 52,083 | 52,749 | 53,414 | 54,246 | 55,078 | 55,910 | 56,742 | 57,574 | 58,573 | 59,571 | 60,570 | 61,568 | 62,566 | 63,565 | 64,563 | 65,562 | 66,560 | 67,558 |
| 16                                      | 48,969 | 49,385 | 49,801 | 50,217 | 50,633 | 51,049 | 51,715 | 52,381 | 53,046 | 53,712 | 54,377 | 55,209 | 56,041 | 56,873 | 57,705 | 58,537 | 59,536 | 60,534 | 61,533 | 62,531 | 63,529 | 64,528 | 65,526 | 66,525 | 67,523 | 68,521 |
| 17                                      | 49,927 | 50,343 | 50,759 | 51,175 | 51,591 | 52,007 | 52,673 | 53,338 | 54,004 | 54,670 | 55,335 | 56,167 | 56,999 | 57,831 | 58,663 | 59,495 | 60,494 | 61,492 | 62,490 | 63,489 | 64,487 | 65,486 | 66,484 | 67,482 | 68,481 | 69,479 |
| 18                                      | 50,885 | 51,301 | 51,717 | 52,133 | 52,549 | 52,965 | 53,631 | 54,296 | 54,962 | 55,628 | 56,293 | 57,125 | 57,957 | 58,789 | 59,621 | 60,453 | 61,452 | 62,450 | 63,448 | 64,447 | 65,445 | 66,444 | 67,442 | 68,440 | 69,439 | 70,437 |
| 19                                      | 51,843 | 52,259 | 52,675 | 53,091 | 53,507 | 53,923 | 54,589 | 55,254 | 55,920 | 56,585 | 57,251 | 58,083 | 58,915 | 59,747 | 60,579 | 61,411 | 62,409 | 63,408 | 64,406 | 65,405 | 66,403 | 67,401 | 68,400 | 69,398 | 70,397 | 71,395 |
| 20                                      | 52,798 | 53,214 | 53,630 | 54,046 | 54,462 | 54,878 | 55,543 | 56,209 | 56,874 | 57,540 | 58,206 | 59,038 | 59,870 | 60,702 | 61,534 | 62,366 | 63,364 | 64,362 | 65,361 | 66,359 | 67,358 | 68,356 | 69,354 | 70,353 | 71,351 | 72,350 |
| 21                                      | 53,756 | 54,172 | 54,588 | 55,004 | 55,420 | 55,836 | 56,501 | 57,167 | 57,832 | 58,498 | 59,164 | 59,996 | 60,828 | 61,660 | 62,492 | 63,324 | 64,322 | 65,320 | 66,319 | 67,317 | 68,316 | 69,314 | 70,312 | 71,311 | 72,309 | 73,308 |
| 22                                      | 54,716 | 55,132 | 55,548 | 55,964 | 56,380 | 56,796 | 57,462 | 58,128 | 58,793 | 59,459 | 60,124 | 60,956 | 61,788 | 62,620 | 63,452 | 64,284 | 65,283 | 66,281 | 67,280 | 68,278 | 69,276 | 70,275 | 71,273 | 72,272 | 73,270 | 74,268 |
| 23                                      | 55,678 | 56,094 | 56,510 | 56,926 | 57,342 | 57,758 | 58,424 | 59,090 | 59,755 | 60,421 | 61,086 | 61,918 | 62,750 | 63,582 | 64,414 | 65,246 | 66,245 | 67,243 | 68,242 | 69,240 | 70,238 | 71,237 | 72,235 | 73,234 | 74,232 | 75,230 |
| 24                                      | 56,635 | 57,051 | 57,467 | 57,883 | 58,299 | 58,715 | 59,381 | 60,046 | 60,712 | 61,378 | 62,043 | 62,875 | 63,707 | 64,539 | 65,371 | 66,203 | 67,202 | 68,200 | 69,198 | 70,197 | 71,195 | 72,194 | 73,192 | 74,190 | 75,189 | 76,187 |
| 25                                      | 57,596 | 58,012 | 58,428 | 58,844 | 59,260 | 59,676 | 60,342 | 61,007 | 61,673 | 62,339 | 63,004 | 63,836 | 64,668 | 65,500 | 66,332 | 67,164 | 68,163 | 69,161 | 70,159 | 71,158 | 72,156 | 73,155 | 74,153 | 75,151 | 76,150 | 77,148 |
| 26                                      | 58,554 | 58,970 | 59,386 | 59,802 | 60,218 | 60,634 | 61,300 | 61,965 | 62,631 | 63,296 | 63,962 | 64,794 | 65,626 | 66,458 | 67,290 | 68,122 | 69,120 | 70,119 | 71,117 | 72,116 | 73,114 | 74,112 | 75,111 | 76,109 | 77,108 | 78,106 |
| 27                                      | 59,517 | 59,933 | 60,349 | 60,765 | 61,181 | 61,597 | 62,263 | 62,928 | 63,594 | 64,260 | 64,925 | 65,757 | 66,589 | 67,421 | 68,253 | 69,085 | 70,084 | 71,082 | 72,080 | 73,079 | 74,077 | 75,076 | 76,074 | 77,072 | 78,071 | 79,069 |
| 28                                      | 60,474 | 60,890 | 61,306 | 61,722 | 62,138 | 62,554 | 63,220 | 63,885 | 64,551 | 65,216 | 65,882 | 66,714 | 67,546 | 68,378 | 69,210 | 70,042 | 71,040 | 72,039 | 73,037 | 74,036 | 75,034 | 76,032 | 77,031 | 78,029 | 79,028 | 80,026 |
| 29                                      | 61,433 | 61,849 | 62,265 | 62,681 | 63,097 | 63     |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |

**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 4, 2024      | Tuesday, December 24, 2024   |
| Monday, September 2, 2024   | Wednesday, December 25, 2024 |
| Monday, November 11, 2024   | Wednesday, January 1, 2025   |
| Thursday, November 28, 2024 | Monday, January 20, 2025     |
| Friday, November 29, 2024   | Monday, May 26, 2025         |
- 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:
- July 1 – July 5, 2024  
December 23, 2024 – January 3, 2025  
March 17 - 21, 2025
- June 30 – July 4, 2025 (FY 2025 – 2026)*
- E. All personnel on a 12-month basis shall be entitled to annual leave cumulative to no more than 480 hours at the end of any fiscal year. The annual leave allowance shall be:
- |                  |                           |
|------------------|---------------------------|
| 4 hours monthly  | 0-4 year employees        |
| 6 hours monthly  | 5-9 year employees        |
| 8 hours monthly  | 10-14 year employees      |
| 10 hours monthly | 15 years and up employees |
- F. Each employee employed on a full-time basis shall be entitled to one day of sick leave for each month of employment. Such sick leave shall be cumulative from year to year, and there shall be no limit on the number of days of sick leave an employee may accrue.
- G. Refer to the School Board Policies for terms and conditions of employment related to confidential personnel.
- H. Hours and duties are assigned by the administrator responsible for the employee's daily routine and payroll.



- I. The Board shall provide Confidential Personnel with basic comprehensive, hospital-medical-obstetrical, major medical and group life insurance protection for a twelve (12) month period. The employee shall be responsible for paying the remaining amount for coverage above the Board contribution amount established. Plans for additional coverage are available to the employee at their expense.
- J. Employees do not receive an automatic step on a Placement Schedule for pay increase. Beginning July 1, 2014, all employees must receive an overall evaluation rating of "Effective" or "Highly Effective" in order to qualify for a salary increase.
- K. Salary increases will be recommended by the Superintendent of Schools and approved by the School Board. Pay increases will only be given to Confidential Personnel receiving an evaluation of Highly Effective or Effective.
- L. A current Confidential employee moving to a higher pay grade on Salary Placement Schedule 4 will have their current salary increased an amount equal to the difference between the current pay grade and the new pay grade at the zero (0) level.

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

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

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

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

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

- M. Employees on Placement Schedule 4 are 12-month employees on annual contract.
- N. As of October 1, 2022, Confidential personnel will be paid at the hourly rate of \$15.00 per hour for participation (outside of normal contract period) in workshops and/or training sessions.

**2024-2025 CLASSIFICATIONS & PAYGRADES**  
**CONFIDENTIAL PERSONNEL**  
(Refer to Placement Schedule 4)

|   | <b>PAYGRADE</b> |
|---|-----------------|
| Administrative Assistant to the Superintendent .....  | 50              |
| Assistant to the School Board Members.....  | 50              |
| Assistant to the Deputy Superintendent .....  | 45              |
| Assistant to the Superintendent .....   | 45              |
| Assistant to the Executive Director.....  | 40              |
| Assistant to the Executive Director of Human Resources & Employee Support Svc   |                 |
| Safety & Security Operational Specialist .....  | 35              |
| Assistant to the Director .....   | 30              |
| High School Administrative Secretary (Tom P. Haney & Bozeman) .....   | 30              |
| Assistant to the Coordinator .....  | 25              |
| Assistant to the Coordinator of Bay BASE.....   | 25              |
| Assistant to the Supervisor.....  | 25              |
| Assistant to the Title I Supervisor   |                 |
| Assistant to Supervisor of Instructional Media Services   |                 |
| Assistant to General Manager of Purchasing, Contracting and Materials Management.....   | 25              |
| Middle School Administrative Secretary ( <i>New Horizons, Margaret K. Lewis in Millville,</i><br><i>Rosenwald High School &amp; Breakfast Point Academy</i> ) ..... | 25              |
| Elementary School Administrative Secretary .....  | 25              |
| ESOL Supportive Care Manager .....  | 25              |
| Human Resources Specialist .....  | 25              |
| Food Service Specialist I.....  | 25              |
| Food Service Specialist II.....   | 21              |

**NOTE:**

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

# Placement Schedule 4

# Confidential Personnel

Effective: July 1, 2022

| 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 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,618 | 30,057 | 30,417 | 30,801 | 31,186 | 31,708 | 32,012 | 32,452 | 33,191 | 33,580 | 34,020 | 34,350 | 34,597 | 34,847 |
| 25 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,280 | 29,316 | 29,755 | 30,195 | 30,581 | 31,103 | 31,462 | 31,902 | 32,341 | 32,835 | 33,249 | 33,608 | 34,020 | 34,920 | 35,232 | 35,696 | 36,192 | 36,386 | 36,608 |
| 30 | 30,174 | 30,174 | 30,174 | 30,174 | 30,174 | 30,283 | 30,290 | 30,383 | 30,581 | 31,103 | 31,543 | 31,956 | 32,451 | 32,892 | 33,304 | 33,742 | 34,183 | 34,705 | 35,093 | 35,448 | 36,351 | 36,905 | 37,210 | 37,676 | 37,954 | 38,174 |
| 35 | 31,548 | 31,548 | 31,548 | 31,548 | 31,548 | 31,658 | 31,666 | 31,758 | 32,010 | 32,531 | 33,080 | 33,496 | 33,963 | 34,486 | 34,898 | 35,394 | 35,916 | 36,383 | 36,822 | 37,428 | 38,115 | 38,638 | 39,134 | 39,735 | 39,937 | 40,128 |
| 40 | 32,813 | 32,813 | 32,813 | 32,813 | 32,813 | 32,922 | 32,931 | 33,021 | 33,384 | 33,827 | 34,455 | 34,790 | 35,392 | 35,779 | 36,382 | 36,822 | 37,428 | 37,924 | 38,393 | 38,885 | 39,843 | 40,289 | 40,758 | 41,388 | 41,610 | 41,887 |
| 43 | 33,597 | 33,597 | 33,597 | 33,597 | 33,597 | 33,706 | 33,716 | 33,806 | 34,222 | 34,720 | 35,268 | 35,710 | 36,355 | 36,689 | 37,319 | 37,812 | 38,417 | 38,916 | 39,368 | 39,958 | 40,876 | 41,389 | 41,927 | 42,449 | 42,684 | 43,015 |
| 45 | 34,381 | 34,381 | 34,381 | 34,381 | 34,381 | 34,491 | 34,500 | 34,592 | 35,060 | 35,613 | 36,081 | 36,630 | 37,318 | 37,598 | 38,254 | 38,804 | 39,406 | 39,905 | 40,344 | 41,030 | 41,908 | 42,490 | 43,094 | 43,508 | 43,758 | 44,142 |
| 50 | 36,305 | 36,305 | 36,305 | 36,305 | 36,305 | 36,415 | 36,423 | 36,516 | 36,821 | 37,482 | 38,115 | 38,611 | 39,186 | 39,736 | 40,263 | 40,973 | 41,471 | 42,075 | 42,599 | 43,233 | 44,243 | 44,718 | 45,348 | 45,980 | 46,260 | 46,481 |

# **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 2, 2024   | Wednesday, December 25, 2024 |
| Monday, November 11, 2024   | Wednesday, January 1, 2025   |
| Thursday, November 28, 2024 | Monday, January 20, 2025     |
- D. The Board shall provide full-time Licensed Personnel with basic comprehensive, hospital-medical-obstetrical, major medical and group life insurance protection for a twelve (12) month period. The employee shall be responsible for paying the remaining amount for coverage above the Board contribution amount established. Plans for additional coverage are available to the employee at their expense.
- E. Each employee employed on a full-time basis shall be entitled to one day of sick leave for each month of employment. Such sick leave shall be cumulative from year to year, and there shall be no limit on the number of days of sick leave an employee may accrue.
- F. Salaried Licensed Personnel, employed for a ten (10) month period or one hundred ninety-six (196) days, will receive payments processed over a twenty (20) check payment cycle.
- G. Positions for contract Salary Licensed Personnel will be established for eight (8) working hours per day. Positions that are less than eight (8) hours per day will be established using the Hourly Position Placement Schedule. Hourly positions may be established at varying hours per day based upon position requirements.

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

All Licensed Personnel working six (6) or more hours a day shall be provided an unpaid, duty free meal period of no less than thirty (30) minutes.
- H. As of October 1, 2022, Licensed personnel will be paid at the hourly rate of \$15.00 per hour for participation (outside of normal contract period) in workshops and/or special curriculum development projects.
- I. Employees do not receive an automatic step on a Placement Schedule for pay increase.
- J. Salary increases will be recommended by the Superintendent of Schools and approved by the School Board. Pay increases will only be given to licensed personnel receiving an evaluation of Highly Effective or Effective.
- K. Employees on Placement Schedule 5 are on annual contract.

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

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

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

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

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

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

**NOTES:**

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

## 2024-2025 CLASSIFICATION AND PAYGRADES

### LICENSED PERSONNEL

(Refer to Placement Schedule 5)

| <b>LICENSED PERSONNEL</b>   | <b>PAYGRADE</b> |
|---|-----------------|
| School Psychologist .....   | 7M              |
| Speech Language Therapist/Masters .....                           | 7M              |
| Occupational Therapist .....                                      | 7               |
| Occupational Therapist/Master's Degree .....                      | 7M              |
| Physical Therapist.....   | 7               |
| Physical Therapist/Master's Degree.....                           | 7M              |
| Audiologist/Masters.....  | 7M              |
| Behavior Analyst.....   | 7               |
| Behavior Analyst/Master's Degree .....                            | 7M              |
| Supervisory Nurse.....  | 4               |
| Supervisory Nurse of School Health Services .....                 | 4               |
| Supervisory Nurse of School Health Services/Master's Degree ..... | 4M              |
| Supervisory Nurse/Master's Degree.....                            | 4M              |
| Registered Nurse  |                 |
| Associates Degree .....   | 3               |
| Bachelor's Degree.....  | 3B              |
| Master's Degree .....   | 3M              |
| Physical Therapy Assistant .....                                  | 5               |
| Certified Occupational Therapy Assistant.....                     | 5               |
| Speech-Language Pathologist Assistant (SLPA).....                 | 5               |
| Social Worker/Master's Degree w/License in Florida.....           | 7               |
| Licensed Mental Health Professional (LMHC, LMFT or LCSW) .....    | 7M              |

### **NON-LICENSED PERSONNEL**

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

### **Educational Interpreter for Hearing Impaired**

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

# Placement Schedule 5

# Licensed Personnel

Effective: July 1, 2022

## Salaried Positions

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

## Hourly Positions

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



# **SAFETY & SECURITY OFFICERS**

## **SAFETY & SECURITY OFFICERS**

- A. Safety & Security salaries are paid using Placement Schedule 6.
- B. In determining eligibility for benefits, full-time employees are those who are employed a minimum of six (6) hours daily, five (5) days per week in permanently established positions. 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.
- C. Full-time Safety & Security individuals employed for less than 52 weeks are entitled to insurance and the following paid holidays:

Monday, September 2, 2024  
Monday, November 11, 2024  
Thursday, November 28, 2024

Wednesday, December 25, 2024  
Wednesday, January 1, 2025  
Monday, January 20, 2025

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 4, 2024  
Monday, September 2, 2024  
Monday, November 11, 2024  
Thursday, November 28, 2024  
Friday, November 29, 2024

Tuesday, December 24, 2024  
Wednesday, December 25, 2024  
Wednesday, January 1, 2025  
Monday, January 20, 2025  
Monday, May 26, 2025

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

4 hours monthly  
6 hours monthly  
8 hours monthly  
10 hours monthly

0-4 year employees  
5-9 year employees  
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.

- E. The Board shall provide full-time Safety & Security personnel with basic comprehensive, hospital-medical-obstetrical, major medical and group life insurance protection for a twelve (12) month period. The employee shall be responsible for paying the remaining amount for coverage above the Board contribution amount established. Plans for additional coverage are available to the employee at their expense.
- F. Each employee employed on a full-time basis shall be entitled to one day of sick leave for each month of employment. Such sick leave shall be cumulative from year to year, and there shall be no limit on the number of days of sick leave an employee may accrue.
- G. Safety & Security personnel who are employed for a ten (10) month period and are scheduled to work student days. Individuals in this classification receive payments processed over a twenty (20) check payment cycle.

- H. Regular positions for Safety & Security personnel will be established for eight (8) working hours per day. Positions for hourly Safety & Security Personnel can be established at varying hours per day based upon position requirements.
- All Safety & Security personnel working six (6) or more hours a day shall be provided an unpaid, duty free meal period of no less than thirty (30) minutes.
- As of October 1, 2022, Safety & Security personnel will be paid at the hourly rate of \$15 per hour for participation (outside of the normal contract period) in workshops and/or training sessions.
- I. Employees do not receive an automatic step on a Placement Schedule for pay increases.
- J. Safety & Security personnel designated as a Lieutenant will be paid a supplement of \$4,000 (only one (1) is applicable). District Canine Officer will be paid a supplement of \$4,000 (only one (1) is applicable). Safety & Security Personnel designated as a Sergeant will be paid a supplement of \$2,000 (two (2) are applicable: one (1) serves multiple sites and one (1) is stationed at a school site). Safety & Security personnel designated as a Corporal will be paid a supplement of \$1,000 (three (3) are applicable: serves multiple sites, after hours on-call). Safety & Security personnel designated as a Training Specialist will be paid a supplement of \$2,000 (only one (1) is applicable: serves all Safety & Security personnel ensuring compliance with all training related requirements for law enforcement officers).
- K. District Police Officers assigned to schools with high risk of personal injury due to students with a history of aggressive behavior will receive a supplement for the school year of \$2,000 if they are assigned to Margaret K. Lewis School and St. Andrew School.
- L. Salary Incentive Program for full-time officers includes supplements for education with proper documentation and verification of any claimed training or education per Florida Statute 943.22.
1. Any full-time officer who has a community college degree or equivalent or higher, shall receive a supplement in the amount of \$30 per month.
  2. Any full-time officer who completed 480 hours of approved career development program training courses on or before June 30, 1985, shall receive a supplement in the amount of \$120 per month.
  3. On or after July 1, 1985, any full-time officer who completes a combination of 480 hours of approved advanced and career development training courses shall receive the supplement in the amount of \$120 per month. Proportional amounts for courses completed in 80-hour units may be received with official documentation.
  4. The maximum aggregate amount any full-time officer may receive is \$130 per month. No education incentive payments shall be made for any state law enforcement or correctional position for which the class specification requires the minimum of a 4-year degree or higher.
  5. A community college degree or equivalent means graduation from an accredited community college or having been granted a degree or successful completion of 60 semester hours or 90 quarter hours and eligibility to receive an associate degree from an accredited college, university, or community college.
- M. Employees on Placement Schedule 6 are on annual contract.

**2024-2025 CLASSIFICATION & PAYGRADES**  
**SAFETY & SECURITY OFFICERS**  
(Refer to Placement Schedule 6)

**SAFETY & SECURITY OFFICERS**

**PAYGRADE**

|   |    |
|---|----|
| District Police Officer.....  | 10 |
| (Position will always be paid at level zero in regard to experience.) |    |
| District Truancy Safety & Security Officer.....                       | 10 |
| (Position will always be paid at level zero in regard to experience.) |    |
| District Canine Officer .....   | 12 |
| (Position will always be paid at level zero in regard to experience.) |    |

**Placement Schedule 6**

**Safety & Security Officers**

**Effective: July 1, 2022**

| 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 | 20.25 | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |

**Placement Schedule 6A**

**12-Month Salaried Positions**

| PG  | 00     | 01  | 02  | 03  | 04  | 05  | 06  | 07  | 08  | 09  | 10  | 11  | 12  | 13  | 14  | 15  | 16  | 17  | 18  | 19  | 20  | 21  | 22  | 23  | 24  | 25  |
|-----|--------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| S12 | 39,528 | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |

# **SUBSTITUTES**

## **INSTRUCTIONAL SUBSTITUTES**

### **Daily Instructional Substitute Pay**

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

Instructional substitutes with a Master's Degree will be paid \$15.00 per hour.

### **Instructional Aviation Substitute Pay**

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

### **Conditional Substitute Pay**

Conditional Substitutes will be paid \$187.50 per day for a 7.5-hour day. 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.

### **Long-Term Substitute Pay**

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

Pay will be determined by the education provided:

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

### **Temporary Instructors (School Board Policy 4.109)**

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

## **NON-INSTRUCTIONAL SUBSTITUTES**

- Substitutes, with the exception of custodial, will 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 at the "0" experience level for the Maid position.

# **PAYROLL SCHEDULES**

**BAY DISTRICT SCHOOLS  
ADMINISTRATIVE PAYROLL SCHEDULE  
FISCAL YEAR 2024 - 2025**

**Pay Type 001 / 12 Checks  
Board & Superintendent**

|        | RUN# | PAYROLL<br>DATE   | PAY PERIOD DATES |            | NUMBER<br>OF DAYS | LEAVE<br>DUE | INSURANCE<br>DEDUCTIONS |
|--------|------|-------------------|------------------|------------|-------------------|--------------|-------------------------|
| NO. 1  | 12   | <b>7/31/2024</b>  | 7/1/2024         | 7/20/2024  | 20                | 7/23/2024    | August                  |
| NO. 2  | 14   | <b>8/30/2024</b>  | 7/21/2024        | 8/17/2024  | 28                | 8/20/2024    | September               |
| NO. 3  | 16   | <b>9/30/2024</b>  | 8/18/2024        | 9/14/2024  | 28                | 9/17/2024    | October                 |
| NO. 4  | 18   | <b>10/31/2024</b> | 9/15/2024        | 10/12/2024 | 28                | 10/15/2024   | November                |
| NO. 5  | 20   | <b>11/27/2024</b> | 10/13/2024       | 11/9/2024  | 28                | 11/13/2024   | December                |
| NO. 6  | 22   | <b>12/20/2024</b> | 11/10/2024       | 12/7/2024  | 28                | 12/9/2024    | January                 |
| NO. 7  | 24   | <b>1/31/2025</b>  | 12/8/2024        | 1/18/2025  | 42                | 1/22/2025    | February                |
| NO. 8  | 26   | <b>2/28/2025</b>  | 1/19/2025        | 2/15/2025  | 28                | 2/18/2025    | March                   |
| NO. 9  | 28   | <b>3/31/2025</b>  | 2/16/2025        | 3/15/2025  | 28                | 3/12/2025 *  | April                   |
| NO.10  | 30   | <b>4/30/2025</b>  | 3/16/2025        | 4/12/2025  | 28                | 4/15/2025    | May                     |
| NO. 11 | 32   | <b>5/30/2025</b>  | 4/13/2025        | 5/10/2025  | 28                | 5/13/2025    | June                    |
| NO.12  | 34   | <b>6/26/2025</b>  | 5/11/2025        | 6/30/2025  | 51                | 6/17/2025 *  | July                    |
|        |      |                   |                  |            | 365               |              |                         |

\* Leave Due - Projected payroll.

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

**Insurance Deductions -**

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



**BAY DISTRICT SCHOOLS  
ADMINISTRATIVE PAYROLL SCHEDULE  
FISCAL YEAR 2024 - 2025**

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

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

|        | RUN# | PAYROLL DATE | PAY PERIOD DATES     | NUMBER OF DAYS | LEAVE DUE   | INSURANCE DEDUCTIONS |
|--------|------|--------------|----------------------|----------------|-------------|----------------------|
| NO. 1  | 12   | 7/31/2024    | 7/1/2024 7/20/2024   | 11             | 7/23/2024   | August               |
| NO. 2  | 14   | 8/30/2024    | 7/21/2024 8/17/2024  | 20             | 8/20/2024   | September            |
| NO. 3  | 16   | 9/30/2024    | 8/18/2024 9/14/2024  | 20             | 9/17/2024   | October              |
| NO. 4  | 18   | 10/31/2024   | 9/15/2024 10/12/2024 | 20             | 10/15/2024  | November             |
| NO. 5  | 20   | 11/27/2024   | 10/13/2024 11/9/2024 | 20             | 11/13/2024  | December             |
| NO. 6  | 22   | 12/20/2024   | 11/10/2024 12/7/2024 | 20             | 12/9/2024   | January              |
| NO. 7  | 24   | 1/31/2025    | 12/8/2024 1/18/2025  | 23             | 1/22/2025   | February             |
| NO. 8  | 26   | 2/28/2025    | 1/19/2025 2/15/2025  | 20             | 2/18/2025   | March                |
| NO. 9  | 28   | 3/31/2025    | 2/16/2025 3/15/2025  | 20             | 3/12/2025 * | April                |
| NO. 10 | 30   | 4/30/2025    | 3/16/2025 4/12/2025  | 15             | 4/15/2025   | May                  |
| NO. 11 | 32   | 5/30/2025    | 4/13/2025 5/10/2025  | 20             | 5/13/2025   | June                 |
| NO. 12 | 34   | 6/26/2025    | 5/11/2025 6/30/2025  | 35             | 6/17/2025 * | July                 |
|        |      |              |                      | 244            |             |                      |

**Pay Type 003 / 11 Checks  
Administrative Assistants & Instructional Specialists**

|        | RUN# | PAYROLL DATE | PAY PERIOD DATES     | NUMBER OF DAYS | LEAVE DUE   | INSURANCE DEDUCTIONS |
|--------|------|--------------|----------------------|----------------|-------------|----------------------|
| NO. 1  | 14   | 8/30/2024    | 7/30/2024 8/17/2024  | 12             | 8/20/2024   | Aug. & Sept.         |
| NO. 2  | 16   | 9/30/2024    | 8/18/2024 9/14/2024  | 20             | 9/17/2024   | October              |
| NO. 3  | 18   | 10/31/2024   | 9/15/2024 10/12/2024 | 20             | 10/15/2024  | November             |
| NO. 4  | 20   | 11/27/2024   | 10/13/2024 11/9/2024 | 19             | 11/13/2024  | December             |
| NO. 5  | 22   | 12/20/2024   | 11/10/2024 12/7/2024 | 16             | 12/9/2024   | January              |
| NO. 6  | 24   | 1/31/2025    | 12/8/2024 1/18/2025  | 22             | 1/22/2025   | February             |
| NO. 7  | 26   | 2/28/2025    | 1/19/2025 2/15/2025  | 20             | 2/18/2025   | March                |
| NO. 8  | 28   | 3/31/2025    | 2/16/2025 3/15/2025  | 19             | 3/12/2025 * | April                |
| NO. 9  | 30   | 4/30/2025    | 3/16/2025 4/12/2025  | 15             | 4/15/2025   | May                  |
| NO. 10 | 32   | 5/30/2025    | 4/13/2025 5/10/2025  | 19             | 5/13/2025   | June                 |
| NO. 11 | 34   | 6/26/2025    | 5/11/2025 5/30/2025  | 14             | 6/17/2025 * | July                 |
|        |      |              |                      | 196            |             |                      |

\* Leave Due - Projected payroll.

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

**Insurance Deductions -**

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

**BAY DISTRICT SCHOOLS  
CONFIDENTIAL & 12 MONTH SUPPORT PAYROLL SCHEDULE  
FISCAL YEAR 2024 - 2025**

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

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

|        | RUN# | PAYROLL<br>DATE | PAY PERIOD DATES |            | NUMBER<br>OF DAYS | LEAVE<br>DUE | * INSURANCE<br>DEDUCTIONS |
|--------|------|-----------------|------------------|------------|-------------------|--------------|---------------------------|
| NO. 1  | 11   | 7/16/2024       | 7/1/2024         | 7/6/2024   | 1                 | 7/9/2024     | 1/2 August                |
| NO. 2  | 12   | 7/31/2024       | 7/7/2024         | 7/20/2024  | 10                | 7/23/2024    | 1/2 August                |
| NO. 3  | 13   | 8/16/2024       | 7/21/2024        | 8/3/2024   | 10                | 8/6/2024     | 1/2 September             |
| NO. 4  | 14   | 8/30/2024       | 8/4/2024         | 8/17/2024  | 10                | 8/20/2024    | 1/2 September             |
| NO. 5  | 15   | 9/16/2024       | 8/18/2024        | 8/31/2024  | 10                | 9/4/2024     | 1/2 October               |
| NO. 6  | 16   | 9/30/2024       | 9/1/2024         | 9/14/2024  | 10                | 9/17/2024    | 1/2 October               |
| NO. 7  | 17   | 10/16/2024      | 9/15/2024        | 9/28/2024  | 10                | 10/1/2024    | 1/2 November              |
| NO. 8  | 18   | 10/31/2024      | 9/29/2024        | 10/12/2024 | 10                | 10/15/2024   | 1/2 November              |
| NO. 9  | 19   | 11/15/2024      | 10/13/2024       | 10/26/2024 | 10                | 10/29/2024   | 1/2 December              |
| NO. 10 | 20   | 11/27/2024      | 10/27/2024       | 11/9/2024  | 10                | 11/13/2024   | 1/2 December              |
| NO. 11 | 21   | 12/16/2024      | 11/10/2024       | 11/23/2024 | 10                | 11/26/2024   | 1/2 January               |
| NO. 12 | 22   | 12/20/2024      | 11/24/2024       | 12/7/2024  | 10                | 12/9/2024    | 1/2 January               |
| NO. 13 | 23   | 1/16/2025       | 12/8/2024        | 12/28/2024 | 12                | 1/7/2025     | 1/2 February              |
| NO. 14 | 24   | 1/31/2025       | 12/29/2024       | 1/18/2025  | 11                | 1/22/2025    | 1/2 February              |
| NO. 15 | 25   | 2/14/2025       | 1/19/2025        | 2/1/2025   | 10                | 2/4/2025     | 1/2 March                 |
| NO. 16 | 26   | 2/28/2025       | 2/2/2025         | 2/15/2025  | 10                | 2/18/2025    | 1/2 March                 |
| NO. 17 | 27   | 3/14/2025       | 2/16/2025        | 3/1/2025   | 10                | 3/4/2025     | 1/2 April                 |
| NO. 18 | 28   | 3/31/2025       | 3/2/2025         | 3/15/2025  | 10                | 3/12/2025 *  | 1/2 April                 |
| NO. 19 | 29   | 4/16/2025       | 3/16/2025        | 3/29/2025  | 5                 | 4/1/2025     | 1/2 May                   |
| NO. 20 | 30   | 4/30/2025       | 3/30/2025        | 4/12/2025  | 10                | 4/15/2025    | 1/2 May                   |
| NO. 21 | 31   | 5/16/2025       | 4/13/2025        | 4/26/2025  | 10                | 4/29/2025    | 1/2 June                  |
| NO. 22 | 32   | 5/30/2025       | 4/27/2025        | 5/10/2025  | 10                | 5/13/2025    | 1/2 June                  |
| NO. 23 | 33   | 6/16/2025       | 5/11/2025        | 5/31/2025  | 15                | 6/3/2025     | 1/2 July                  |
| NO. 24 | 34   | 6/26/2025       | 6/1/2025         | 6/30/2025  | 20                | 6/17/2025 *  | 1/2 July                  |
|        |      |                 |                  |            | <b>244</b>        |              |                           |

\* Leave Due - Projected payroll.

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

Insurance Deductions -

\* If eligible for coverage.

Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life, Vision, etc.).

Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.

Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage+/-, and unable to deduct situations).

**BAY DISTRICT SCHOOLS  
BAY BASE 12 MONTH STAFF PAYROLL SCHEDULE  
FISCAL YEAR 2024 - 2025**

**Pay Type 027 & 028 / 24 Checks**

|        | RUN# | PAYROLL DATE | PAY PERIOD DATES |            | NUMBER OF DAYS | LEAVE DUE   | * INSURANCE DEDUCTIONS |
|--------|------|--------------|------------------|------------|----------------|-------------|------------------------|
| NO. 1  | 11   | 7/16/2024    | 7/1/2024         | 7/6/2024   | 5              | 7/9/2024    | 1/2 August             |
| NO. 2  | 12   | 7/31/2024    | 7/7/2024         | 7/20/2024  | 10             | 7/23/2024   | 1/2 August             |
| NO. 3  | 13   | 8/16/2024    | 7/21/2024        | 8/3/2024   | 10             | 8/6/2024    | 1/2 September          |
| NO. 4  | 14   | 8/30/2024    | 8/4/2024         | 8/17/2024  | 10             | 8/20/2024   | 1/2 September          |
| NO. 5  | 15   | 9/16/2024    | 8/18/2024        | 8/31/2024  | 10             | 9/4/2024    | 1/2 October            |
| NO. 6  | 16   | 9/30/2024    | 9/1/2024         | 9/14/2024  | 10             | 9/17/2024   | 1/2 October            |
| NO. 7  | 17   | 10/16/2024   | 9/15/2024        | 9/28/2024  | 10             | 10/1/2024   | 1/2 November           |
| NO. 8  | 18   | 10/31/2024   | 9/29/2024        | 10/12/2024 | 10             | 10/15/2024  | 1/2 November           |
| NO. 9  | 19   | 11/15/2024   | 10/13/2024       | 10/26/2024 | 10             | 10/29/2024  | 1/2 December           |
| NO. 10 | 20   | 11/27/2024   | 10/27/2024       | 11/9/2024  | 10             | 11/13/2024  | 1/2 December           |
| NO. 11 | 21   | 12/16/2024   | 11/10/2024       | 11/23/2024 | 10             | 11/26/2024  | 1/2 January            |
| NO. 12 | 22   | 12/20/2024   | 11/24/2024       | 12/7/2024  | 10             | 12/9/2024   | 1/2 January            |
| NO. 13 | 23   | 1/16/2025    | 12/8/2024        | 12/28/2024 | 15             | 1/7/2025    | 1/2 February           |
| NO. 14 | 24   | 1/31/2025    | 12/29/2024       | 1/18/2025  | 15             | 1/22/2025   | 1/2 February           |
| NO. 15 | 25   | 2/14/2025    | 1/19/2025        | 2/1/2025   | 10             | 2/4/2025    | 1/2 March              |
| NO. 16 | 26   | 2/28/2025    | 2/2/2025         | 2/15/2025  | 10             | 2/18/2025   | 1/2 March              |
| NO. 17 | 27   | 3/14/2025    | 2/16/2025        | 3/1/2025   | 10             | 3/4/2025    | 1/2 April              |
| NO. 18 | 28   | 3/31/2025    | 3/2/2025         | 3/15/2025  | 10             | 3/12/2025 * | 1/2 April              |
| NO. 19 | 29   | 4/16/2025    | 3/16/2025        | 3/29/2025  | 10             | 4/1/2025    | 1/2 May                |
| NO. 20 | 30   | 4/30/2025    | 3/30/2025        | 4/12/2025  | 10             | 4/15/2025   | 1/2 May                |
| NO. 21 | 31   | 5/16/2025    | 4/13/2025        | 4/26/2025  | 10             | 4/29/2025   | 1/2 June               |
| NO. 22 | 32   | 5/30/2025    | 4/27/2025        | 5/10/2025  | 10             | 5/13/2025   | 1/2 June               |
| NO. 23 | 33   | 6/16/2025    | 5/11/2025        | 5/31/2025  | 15             | 6/3/2025    | 1/2 July               |
| NO. 24 | 34   | 6/26/2025    | 6/1/2025         | 6/30/2025  | 21             | 6/17/2025 * | 1/2 July               |
|        |      |              |                  |            | 261            |             |                        |

\* Leave Due - Projected payroll.

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

Insurance Deductions - \* If eligible for coverage.

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

**BAY DISTRICT SCHOOLS  
INSTRUCTIONAL PAYROLL SCHEDULE  
FISCAL YEAR 2024 - 2025**

Pay Type 005 & 051 / 24 Checks

|        | RUN# | PAYROLL<br>DATE | PAY PERIOD DATES |            | NUMBER<br>OF DAYS | LEAVE<br>DUE | INSURANCE<br>DEDUCTIONS |
|--------|------|-----------------|------------------|------------|-------------------|--------------|-------------------------|
| NO. 1  | 13   | 8/16/2024       | 7/30/2024        | 8/3/2024   | 3                 | 8/6/2024     | 1/2 September           |
| NO. 2  | 14   | 8/30/2024       | 8/4/2024         | 8/17/2024  | 9                 | 8/20/2024    | 1/2 September           |
| NO. 3  | 15   | 9/16/2024       | 8/18/2024        | 8/31/2024  | 10                | 9/4/2024     | 1/2 October             |
| NO. 4  | 16   | 9/30/2024       | 9/1/2024         | 9/14/2024  | 10                | 9/17/2024    | 1/2 October             |
| NO. 5  | 17   | 10/16/2024      | 9/15/2024        | 9/28/2024  | 10                | 10/1/2024    | 1/2 November            |
| NO. 6  | 18   | 10/31/2024      | 9/29/2024        | 10/12/2024 | 10                | 10/15/2024   | 1/2 November            |
| NO. 7  | 19   | 11/15/2024      | 10/13/2024       | 10/26/2024 | 9                 | 10/29/2024   | 1/2 December            |
| NO. 8  | 20   | 11/27/2024      | 10/27/2024       | 11/9/2024  | 10                | 11/13/2024   | 1/2 December            |
| NO. 9  | 21   | 12/16/2024      | 11/10/2024       | 11/23/2024 | 10                | 11/26/2024   | 1/2 January             |
| NO. 10 | 22   | 12/20/2024      | 11/24/2024       | 12/7/2024  | 6                 | 12/9/2024    | 1/2 January             |
| NO. 11 | 23   | 1/16/2025       | 12/8/2024        | 12/28/2024 | 11                | 1/7/2025     | 1/2 February            |
| NO. 12 | 24   | 1/31/2025       | 12/29/2024       | 1/18/2025  | 11                | 1/22/2025    | 1/2 February            |
| NO. 13 | 25   | 2/14/2025       | 1/19/2025        | 2/1/2025   | 10                | 2/4/2025     | 1/2 March               |
| NO. 14 | 26   | 2/28/2025       | 2/2/2025         | 2/15/2025  | 10                | 2/18/2025    | 1/2 March               |
| NO. 15 | 27   | 3/14/2025       | 2/16/2025        | 3/1/2025   | 9                 | 3/4/2025     | 1/2 April               |
| NO. 16 | 28   | 3/31/2025       | 3/2/2025         | 3/15/2025  | 10                | 3/12/2025 *  | 1/2 April               |
| NO. 17 | 29   | 4/16/2025       | 3/16/2025        | 3/29/2025  | 5                 | 4/1/2025     | 1/2 May                 |
| NO. 18 | 30   | 4/30/2025       | 3/30/2025        | 4/12/2025  | 10                | 4/15/2025    | 1/2 May                 |
| NO. 19 | 31   | 5/16/2025       | 4/13/2025        | 4/26/2025  | 9                 | 4/29/2025    | 1/2 June                |
| NO. 20 | 32   | 5/30/2025       | 4/27/2025        | 5/10/2025  | 10                | 5/13/2025    | 1/2 June                |
| NO. 21 | 33   | 6/16/2025       | 5/11/2025        | 5/30/2025  | 14                | 6/3/2025     | 1/2 July                |
| NO. 22 | 35   | 6/16/2025       |                  |            | 0                 |              | 1/2 July                |
| NO. 23 | 36   | 6/16/2025       |                  |            | 0                 |              | 1/2 August              |
| NO. 24 | 37   | 6/16/2025       |                  |            | 0                 |              | 1/2 August              |
|        |      |                 |                  |            | 196               |              |                         |

\* Leave Due - Projected payroll.

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

Insurance Deductions - \* If eligible for coverage.

Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life, Vision, etc.).

Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.

Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage+/-, and unable to deduct situations).

**BAY DISTRICT SCHOOLS  
INSTRUCTIONAL AND LICENSED PAYROLL SCHEDULE  
FISCAL YEAR 2024 - 2025**

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

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

|        | RUN# | PAYROLL<br>DATE | PAY PERIOD DATES |            | NUMBER<br>OF DAYS | LEAVE<br>DUE | * INSURANCE<br>DEDUCTIONS |
|--------|------|-----------------|------------------|------------|-------------------|--------------|---------------------------|
| NO. 1  | 14   | 8/30/2024       | 7/30/2024        | 8/17/2024  | 12                | 8/20/2024    | September                 |
| NO. 2  | 15   | 9/16/2024       | 8/18/2024        | 8/31/2024  | 10                | 9/4/2024     | 1/2 October               |
| NO. 3  | 16   | 9/30/2024       | 9/1/2024         | 9/14/2024  | 10                | 9/17/2024    | 1/2 October               |
| NO. 4  | 17   | 10/16/2024      | 9/15/2024        | 9/28/2024  | 10                | 10/1/2024    | 1/2 November              |
| NO. 5  | 18   | 10/31/2024      | 9/29/2024        | 10/12/2024 | 10                | 10/15/2024   | 1/2 November              |
| NO. 6  | 19   | 11/15/2024      | 10/13/2024       | 10/26/2024 | 9                 | 10/29/2024   | 1/2 December              |
| NO. 7  | 20   | 11/27/2024      | 10/27/2024       | 11/9/2024  | 10                | 11/13/2024   | 1/2 December              |
| NO. 8  | 21   | 12/16/2024      | 11/10/2024       | 11/23/2024 | 10                | 11/26/2024   | 1/2 Jan. & Summer         |
| NO. 9  | 22   | 12/20/2024      | 11/24/2024       | 12/7/2024  | 6                 | 12/9/2024    | 1/2 Jan. & Summer         |
| NO. 10 | 23   | 1/16/2025       | 12/8/2024        | 12/28/2024 | 11                | 1/7/2025     | 1/2 Feb. & Summer         |
| NO. 11 | 24   | 1/31/2025       | 12/29/2024       | 1/18/2025  | 11                | 1/22/2025    | 1/2 Feb. & Summer         |
| NO. 12 | 25   | 2/14/2025       | 1/19/2025        | 2/1/2025   | 10                | 2/4/2025     | 1/2 Mar. & Summer         |
| NO. 13 | 26   | 2/28/2025       | 2/2/2025         | 2/15/2025  | 10                | 2/18/2025    | 1/2 Mar. & Summer         |
| NO. 14 | 27   | 3/14/2025       | 2/16/2025        | 3/1/2025   | 9                 | 3/4/2025     | 1/2 April & Summer        |
| NO. 15 | 28   | 3/31/2025       | 3/2/2025         | 3/15/2025  | 10                | 3/12/2025 *  | 1/2 April & Summer        |
| NO. 16 | 29   | 4/16/2025       | 3/16/2025        | 3/29/2025  | 5                 | 4/1/2025     | 1/2 May & Summer          |
| NO. 17 | 30   | 4/30/2025       | 3/30/2025        | 4/12/2025  | 10                | 4/15/2025    | 1/2 May & Summer          |
| NO. 18 | 31   | 5/16/2025       | 4/13/2025        | 4/26/2025  | 9                 | 4/29/2025    | 1/2 June & Summer         |
| NO. 19 | 32   | 5/30/2025       | 4/27/2025        | 5/10/2025  | 10                | 5/13/2025    | 1/2 June & Summer         |
| NO. 20 | 33   | 6/16/2025       | 5/11/2025        | 5/30/2025  | 14                | 6/3/2025     | 1/2 July                  |
|        |      |                 |                  |            | 196               |              |                           |

\* Leave Due - Projected payroll.

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

Insurance Deductions - \* If eligible for coverage.

Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life, Vision, etc.).

Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.

Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage+/-, and unable to deduct situations).

Summer Deductions for 2024-2025 to be applied as follows:

Three (3) deductions for remaining 1/2 of July 2025 premium

Six (6) deductions for August 2025 premium

Three (3) deductions for 1/2 of September 2025 premium

**BAY DISTRICT SCHOOLS  
INSTRUCTIONAL/ AIR FORCE, MARINES & NAVY ROTC PAYROLL SCHEDULE  
FISCAL YEAR 2024 - 2025**

**Pay Type 024 (12 Month)/ 24 Checks**

|        | RUN# | PAYROLL<br>DATE | PAY PERIOD DATES |            | NUMBER<br>OF DAYS | LEAVE<br>DUE | INSURANCE<br>DEDUCTIONS |
|--------|------|-----------------|------------------|------------|-------------------|--------------|-------------------------|
| NO. 1  | 11   | 7/16/2024       | 7/1/2024         | 7/6/2024   | 1                 | 7/9/2024     | 1/2 August              |
| NO. 2  | 12   | 7/31/2024       | 7/7/2024         | 7/20/2024  | 10                | 7/23/2024    | 1/2 August              |
| NO. 3  | 13   | 8/16/2024       | 7/21/2024        | 8/3/2024   | 10                | 8/6/2024     | 1/2 September           |
| NO. 4  | 14   | 8/30/2024       | 8/4/2024         | 8/17/2024  | 10                | 8/20/2024    | 1/2 September           |
| NO. 5  | 15   | 9/16/2024       | 8/18/2024        | 8/31/2024  | 10                | 9/4/2024     | 1/2 October             |
| NO. 6  | 16   | 9/30/2024       | 9/1/2024         | 9/14/2024  | 10                | 9/17/2024    | 1/2 October             |
| NO. 7  | 17   | 10/16/2024      | 9/15/2024        | 9/28/2024  | 10                | 10/1/2024    | 1/2 November            |
| NO. 8  | 18   | 10/31/2024      | 9/29/2024        | 10/12/2024 | 10                | 10/15/2024   | 1/2 November            |
| NO. 9  | 19   | 11/15/2024      | 10/13/2024       | 10/26/2024 | 10                | 10/29/2024   | 1/2 December            |
| NO.10  | 20   | 11/27/2024      | 10/27/2024       | 11/9/2024  | 10                | 11/13/2024   | 1/2 December            |
| NO. 11 | 21   | 12/16/2024      | 11/10/2024       | 11/23/2024 | 10                | 11/26/2024   | 1/2 January             |
| NO.12  | 22   | 12/20/2024      | 11/24/2024       | 12/7/2024  | 10                | 12/9/2024    | 1/2 January             |
| NO.13  | 23   | 1/16/2025       | 12/8/2024        | 12/28/2024 | 12                | 1/7/2025     | 1/2 February            |
| NO.14  | 24   | 1/31/2025       | 12/29/2024       | 1/18/2025  | 11                | 1/22/2025    | 1/2 February            |
| NO.15  | 25   | 2/14/2025       | 1/19/2025        | 2/1/2025   | 10                | 2/4/2025     | 1/2 March               |
| NO.16  | 26   | 2/28/2025       | 2/2/2025         | 2/15/2025  | 10                | 2/18/2025    | 1/2 March               |
| NO.17  | 27   | 3/14/2025       | 2/16/2025        | 3/1/2025   | 10                | 3/4/2025     | 1/2 April               |
| NO.18  | 28   | 3/31/2025       | 3/2/2025         | 3/15/2025  | 10                | 3/12/2025 *  | 1/2 April               |
| NO.19  | 29   | 4/16/2025       | 3/16/2025        | 3/29/2025  | 5                 | 4/1/2025     | 1/2 May                 |
| NO.20  | 30   | 4/30/2025       | 3/30/2025        | 4/12/2025  | 10                | 4/15/2025    | 1/2 May                 |
| NO. 21 | 31   | 5/16/2025       | 4/13/2025        | 4/26/2025  | 10                | 4/29/2025    | 1/2 June                |
| NO.22  | 32   | 5/30/2025       | 4/27/2025        | 5/10/2025  | 10                | 5/13/2025    | 1/2 June                |
| NO. 23 | 33   | 6/16/2025       | 5/11/2025        | 5/31/2025  | 15                | 6/3/2025     | 1/2 July                |
| NO. 24 | 34   | 6/26/2025       | 6/1/2025         | 6/30/2025  | 20                | 6/17/2025 *  | 1/2 July                |
|        |      |                 |                  |            | <b>244</b>        |              |                         |

\* Leave Due - Projected Payroll

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

Insurance Deductions - \* If eligible for coverage.

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

**BAY DISTRICT SCHOOLS  
INSTRUCTIONAL/ ARMY ROTC PAYROLL SCHEDULE  
FISCAL YEAR 2024 - 2025**

Pay Type 037 (10 Month)/ 20 Checks

|        | RUN# | PAYROLL<br>DATE | PAY PERIOD DATES      | NUMBER<br>OF DAYS | LEAVE<br>DUE | * INSURANCE<br>DEDUCTIONS |
|--------|------|-----------------|-----------------------|-------------------|--------------|---------------------------|
| NO. 1  | 14   | 8/30/2024       | 7/30/2024 8/17/2024   | 12                | 8/20/2024    | 1/2 September             |
| NO. 2  | 15   | 9/16/2024       | 8/18/2024 8/31/2024   | 10                | 9/4/2024     | 1/2 October               |
| NO. 3  | 16   | 9/30/2024       | 9/1/2024 9/14/2024    | 10                | 9/17/2024    | 1/2 October               |
| NO. 4  | 17   | 10/16/2024      | 9/15/2024 9/28/2024   | 10                | 10/1/2024    | 1/2 November              |
| NO. 5  | 18   | 10/31/2024      | 9/29/2024 10/12/2024  | 10                | 10/15/2024   | 1/2 November              |
| NO. 6  | 19   | 11/15/2024      | 10/13/2024 10/26/2024 | 9                 | 10/29/2024   | 1/2 December              |
| NO. 7  | 20   | 11/27/2024      | 10/27/2024 11/9/2024  | 10                | 11/13/2024   | 1/2 December              |
| NO. 8  | 21   | 12/16/2024      | 11/10/2024 11/23/2024 | 10                | 11/26/2024   | 1/2 Jan. & Summer         |
| NO. 9  | 22   | 12/20/2024      | 11/24/2024 12/7/2024  | 6                 | 12/9/2024    | 1/2 Jan. & Summer         |
| NO.10  | 23   | 1/16/2025       | 12/8/2024 12/28/2024  | 11                | 1/7/2025     | 1/2 Feb. & Summer         |
| NO. 11 | 24   | 1/31/2025       | 12/29/2024 1/18/2025  | 11                | 1/22/2025    | 1/2 Feb. & Summer         |
| NO.12  | 25   | 2/14/2025       | 1/19/2025 2/1/2025    | 10                | 2/4/2025     | 1/2 Mar. & Summer         |
| NO.13  | 26   | 2/28/2025       | 2/2/2025 2/15/2025    | 10                | 2/18/2025    | 1/2 Mar. & Summer         |
| NO.14  | 27   | 3/14/2025       | 2/16/2025 3/1/2025    | 9                 | 3/4/2025     | 1/2 April & Summer        |
| NO.15  | 28   | 3/31/2025       | 3/2/2025 3/15/2025    | 10                | 3/12/2025 *  | 1/2 April & Summer        |
| NO.16  | 29   | 4/16/2025       | 3/16/2025 3/29/2025   | 5                 | 4/1/2025     | 1/2 May & Summer          |
| NO. 17 | 30   | 4/30/2025       | 3/30/2025 4/12/2025   | 10                | 4/15/2025    | 1/2 May & Summer          |
| NO.18  | 31   | 5/16/2025       | 4/13/2025 4/26/2025   | 9                 | 4/29/2025    | 1/2 June & Summer         |
| NO.19  | 32   | 5/30/2025       | 4/27/2025 5/10/2025   | 10                | 5/13/2025    | 1/2 June & Summer         |
| NO. 20 | 33   | 6/16/2025       | 5/11/2025 5/30/2025   | 14                | 6/3/2025     | 1/2 July                  |
|        |      |                 |                       | 196               |              |                           |

\* Leave Due - Projected payroll.

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

Insurance Deductions - \* If eligible for coverage.

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

Summer Deductions for 2024-2025 to be applied as follows: Three (3) deductions for remaining 1/2 of July 2025 premium  
Six (6) deductions for August 2025 premium  
Three (3) deductions for 1/2 of September 2025 premium

**BAY DISTRICT SCHOOLS  
10 MONTH SUPPORT PAYROLL SCHEDULE  
FISCAL YEAR 2024 - 2025**

**Pay Type 020 / 20 Checks  
Voluntary Pre-K Associate**

|        | RUN# | PAYROLL DATE | PAY PERIOD DATES      | NUMBER OF DAYS | LEAVE DUE   | * INSURANCE DEDUCTIONS |
|--------|------|--------------|-----------------------|----------------|-------------|------------------------|
| NO. 1  | 14   | 8/30/2024    | 7/30/2024 8/17/2024   | 12             | 8/20/2024   | September              |
| NO. 2  | 15   | 9/16/2024    | 8/18/2024 8/31/2024   | 10             | 9/4/2024    | 1/2 October            |
| NO. 3  | 16   | 9/30/2024    | 9/1/2024 9/14/2024    | 10             | 9/17/2024   | 1/2 October            |
| NO. 4  | 17   | 10/16/2024   | 9/15/2024 9/28/2024   | 10             | 10/1/2024   | 1/2 November           |
| NO. 5  | 18   | 10/31/2024   | 9/29/2024 10/12/2024  | 10             | 10/15/2024  | 1/2 November           |
| NO. 6  | 19   | 11/15/2024   | 10/13/2024 10/26/2024 | 9              | 10/29/2024  | 1/2 December           |
| NO. 7  | 20   | 11/27/2024   | 10/27/2024 11/9/2024  | 10             | 11/13/2024  | 1/2 December           |
| NO. 8  | 21   | 12/16/2024   | 11/10/2024 11/23/2024 | 10             | 11/26/2024  | 1/2 Jan. & Summer      |
| NO. 9  | 22   | 12/20/2024   | 11/24/2024 12/7/2024  | 6              | 12/9/2024   | 1/2 Jan. & Summer      |
| NO. 10 | 23   | 1/16/2025    | 12/8/2024 12/28/2024  | 11             | 1/7/2025    | 1/2 Feb. & Summer      |
| NO. 11 | 24   | 1/31/2025    | 12/29/2024 1/18/2025  | 11             | 1/22/2025   | 1/2 Feb. & Summer      |
| NO. 12 | 25   | 2/14/2025    | 1/19/2025 2/1/2025    | 10             | 2/4/2025    | 1/2 Mar. & Summer      |
| NO. 13 | 26   | 2/28/2025    | 2/2/2025 2/15/2025    | 10             | 2/18/2025   | 1/2 Mar. & Summer      |
| NO. 14 | 27   | 3/14/2025    | 2/16/2025 3/1/2025    | 9              | 3/4/2025    | 1/2 April & Summer     |
| NO. 15 | 28   | 3/31/2025    | 3/2/2025 3/15/2025    | 10             | 3/12/2025 * | 1/2 April & Summer     |
| NO. 16 | 29   | 4/16/2025    | 3/16/2025 3/29/2025   | 5              | 4/1/2025    | 1/2 May & Summer       |
| NO. 17 | 30   | 4/30/2025    | 3/30/2025 4/12/2025   | 10             | 4/15/2025   | 1/2 May & Summer       |
| NO. 18 | 31   | 5/16/2025    | 4/13/2025 4/26/2025   | 9              | 4/29/2025   | 1/2 June & Summer      |
| NO. 19 | 32   | 5/30/2025    | 4/27/2025 5/10/2025   | 10             | 5/13/2025   | 1/2 June & Summer      |
| NO. 20 | 33   | 6/16/2025    | 5/11/2025 5/30/2025   | 14             | 6/3/2025    | 1/2 July               |
|        |      |              |                       | 196            |             |                        |

\* Leave Due - Projected payroll.

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

Insurance Deductions - \* If eligible for coverage.

Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life, Vision, etc.).

Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.

Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage+/-, and unable to deduct situations).

Summer Deductions for 2024-2025 to be applied as follows: Three (3) deductions for remaining 1/2 of July 2025 premium  
Six (6) deductions for August 2025 premium  
Three (3) deductions for 1/2 of September 2025 premium



**BAY DISTRICT SCHOOLS  
10 MONTH SUPPORT PAYROLL SCHEDULE  
FISCAL YEAR 2024 - 2025**

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

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

|        | RUN# | PAYROLL DATE | PAY PERIOD DATES      | NUMBER OF DAYS |           | LEAVE DUE   | * INSURANCE DEDUCTIONS |
|--------|------|--------------|-----------------------|----------------|-----------|-------------|------------------------|
|        |      |              |                       | Full Time      | Part Time |             |                        |
| NO. 1  | 14   | 8/30/2024    | 8/12/2024 8/17/2024   | 5              | 5         | 8/20/2024   | September (it needed)  |
| NO. 2  | 15   | 9/16/2024    | 8/18/2024 8/31/2024   | 10             | 10        | 9/4/2024    | 1/2 October            |
| NO. 3  | 16   | 9/30/2024    | 9/1/2024 9/14/2024    | 10             | 9         | 9/17/2024   | 1/2 October            |
| NO. 4  | 17   | 10/16/2024   | 9/15/2024 9/28/2024   | 10             | 10        | 10/1/2024   | 1/2 November           |
| NO. 5  | 18   | 10/31/2024   | 9/29/2024 10/12/2024  | 10             | 10        | 10/15/2024  | 1/2 November           |
| NO. 6  | 19   | 11/15/2024   | 10/13/2024 10/26/2024 | 8              | 8         | 10/29/2024  | 1/2 December           |
| NO. 7  | 20   | 11/27/2024   | 10/27/2024 11/9/2024  | 10             | 10        | 11/13/2024  | 1/2 December           |
| NO. 8  | 21   | 12/16/2024   | 11/10/2024 11/23/2024 | 10             | 9         | 11/26/2024  | 1/2 Jan. & Summer      |
| NO. 9  | 22   | 12/20/2024   | 11/24/2024 12/7/2024  | 6              | 5         | 12/9/2024   | 1/2 Jan. & Summer      |
| NO.10  | 23   | 1/16/2025    | 12/8/2024 12/28/2024  | 11             | 11        | 1/7/2025    | 1/2 Feb. & Summer      |
| NO. 11 | 24   | 1/31/2025    | 12/29/2024 1/18/2025  | 10             | 10        | 1/22/2025   | 1/2 Feb. & Summer      |
| NO.12  | 25   | 2/14/2025    | 1/19/2025 2/1/2025    | 10             | 9         | 2/4/2025    | 1/2 Mar. & Summer      |
| NO.13  | 26   | 2/28/2025    | 2/2/2025 2/15/2025    | 9              | 9         | 2/18/2025   | 1/2 Mar. & Summer      |
| NO.14  | 27   | 3/14/2025    | 2/16/2025 3/1/2025    | 9              | 9         | 3/4/2025    | 1/2 April & Summer     |
| NO.15  | 28   | 3/31/2025    | 3/2/2025 3/15/2025    | 10             | 10        | 3/12/2025 * | 1/2 April & Summer     |
| NO.16  | 29   | 4/16/2025    | 3/16/2025 3/29/2025   | 5              | 5         | 4/1/2025    | 1/2 May & Summer       |
| NO.17  | 30   | 4/30/2025    | 3/30/2025 4/12/2025   | 10             | 10        | 4/15/2025   | 1/2 May & Summer       |
| NO.18  | 31   | 5/16/2025    | 4/13/2025 4/26/2025   | 9              | 9         | 4/29/2025   | 1/2 June & Summer      |
| NO.19  | 32   | 5/30/2025    | 4/27/2025 5/10/2025   | 10             | 10        | 5/13/2025   | 1/2 June & Summer      |
| NO.20  | 33   | 6/16/2025    | 5/11/2025 5/30/2025   | 12             | 12        | 6/3/2025    | 1/2 July               |
|        |      |              |                       | 184            | 180       |             |                        |

\* Leave Due - Projected payroll.

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

Insurance Deductions - \* If eligible for coverage.

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

Summer Deductions for 2024-2025 to be applied as follows: Three (3) deductions for remaining 1/2 of July 2025 premium  
Six (6) deductions for August 2025 premium  
Three (3) deductions for 1/2 of September 2025 premium

BAY DISTRICT SCHOOLS  
10 MONTH SUPPORT PAYROLL SCHEDULE  
FISCAL YEAR 2024 - 2025

Pay Type 008 & 032 / 20 Checks  
Clerical & Custodial @ Haney

|        | RUN# | PAYROLL DATE | PAY PERIOD DATES |            | NUMBER OF DAYS<br>Full Time Part Time |     | LEAVE DUE   | * INSURANCE DEDUCTIONS |
|--------|------|--------------|------------------|------------|---------------------------------------|-----|-------------|------------------------|
| NO. 1  | 14   | 8/30/2024    | 8/5/2024         | 8/17/2024  | 10                                    | 10  | 8/20/2024   | September (if needed)  |
| NO. 2  | 15   | 9/16/2024    | 8/18/2024        | 8/31/2024  | 10                                    | 10  | 9/4/2024    | 1/2 October            |
| NO. 3  | 16   | 9/30/2024    | 9/1/2024         | 9/14/2024  | 10                                    | 9   | 9/17/2024   | 1/2 October            |
| NO. 4  | 17   | 10/16/2024   | 9/15/2024        | 9/28/2024  | 10                                    | 10  | 10/1/2024   | 1/2 November           |
| NO. 5  | 18   | 10/31/2024   | 9/29/2024        | 10/12/2024 | 10                                    | 10  | 10/15/2024  | 1/2 November           |
| NO. 6  | 19   | 11/15/2024   | 10/13/2024       | 10/26/2024 | 9                                     | 9   | 10/29/2024  | 1/2 December           |
| NO. 7  | 20   | 11/27/2024   | 10/27/2024       | 11/9/2024  | 10                                    | 10  | 11/13/2024  | 1/2 December           |
| NO. 8  | 21   | 12/16/2024   | 11/10/2024       | 11/23/2024 | 10                                    | 9   | 11/26/2024  | 1/2 Jan. & Summer      |
| NO. 9  | 22   | 12/20/2024   | 11/24/2024       | 12/7/2024  | 6                                     | 5   | 12/9/2024   | 1/2 Jan. & Summer      |
| NO.10  | 23   | 1/16/2025    | 12/8/2024        | 12/28/2024 | 11                                    | 11  | 1/7/2025    | 1/2 Feb. & Summer      |
| NO. 11 | 24   | 1/31/2025    | 12/29/2024       | 1/18/2025  | 11                                    | 11  | 1/22/2025   | 1/2 Feb. & Summer      |
| NO.12  | 25   | 2/14/2025    | 1/19/2025        | 2/1/2025   | 10                                    | 9   | 2/4/2025    | 1/2 Mar. & Summer      |
| NO.13  | 26   | 2/28/2025    | 2/2/2025         | 2/15/2025  | 10                                    | 10  | 2/18/2025   | 1/2 Mar. & Summer      |
| NO.14  | 27   | 3/14/2025    | 2/16/2025        | 3/1/2025   | 9                                     | 9   | 3/4/2025    | 1/2 April & Summer     |
| NO.15  | 28   | 3/31/2025    | 3/2/2025         | 3/15/2025  | 10                                    | 10  | 3/12/2025 * | 1/2 April & Summer     |
| NO.16  | 29   | 4/16/2025    | 3/16/2025        | 3/29/2025  | 5                                     | 5   | 4/1/2025    | 1/2 May & Summer       |
| NO.17  | 30   | 4/30/2025    | 3/30/2025        | 4/12/2025  | 10                                    | 10  | 4/15/2025   | 1/2 May & Summer       |
| NO.18  | 31   | 5/16/2025    | 4/13/2025        | 4/26/2025  | 9                                     | 9   | 4/29/2025   | 1/2 June & Summer      |
| NO.19  | 32   | 5/30/2025    | 4/27/2025        | 5/10/2025  | 10                                    | 10  | 5/13/2025   | 1/2 June & Summer      |
| NO. 20 | 33   | 6/16/2025    | 5/11/2025        | 5/23/2025  | 10                                    | 10  | 6/3/2025    | 1/2 July               |
|        |      |              |                  |            | 190                                   | 186 |             |                        |

\* Leave Due - Projected payroll.

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

Insurance Deductions - \* If eligible for coverage.

Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life, Vision, etc.).

Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.

Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage+/-, and unable to deduct situations).

Summer Deductions for 2024-2025 to be applied as follows: Three (3) deductions for remaining 1/2 of July 2025 premium  
Six (6) deductions for August 2025 premium  
Three (3) deductions for 1/2 of September 2025 premium

**BAY DISTRICT SCHOOLS  
LICENSED AND SAFETY & SECURITY PAYROLL SCHEDULE  
FISCAL YEAR 2024 - 2025**

**Safety & Security - Pay Type 031 / 20 Checks**

**Licensed Educational Interpreter - Pay Type 031 / 20 Checks**

|        | RUN# | PAYROLL DATE | PAY PERIOD DATES      | NUMBER OF DAYS | LEAVE DUE   | * INSURANCE DEDUCTIONS |
|--------|------|--------------|-----------------------|----------------|-------------|------------------------|
| NO. 1  | 14   | 8/30/2024    | 8/12/2024 8/17/2024   | 5              | 8/20/2024   | September              |
| NO. 2  | 15   | 9/16/2024    | 8/18/2024 8/31/2024   | 10             | 9/4/2024    | 1/2 October            |
| NO. 3  | 16   | 9/30/2024    | 9/1/2024 9/14/2024    | 10             | 9/17/2024   | 1/2 October            |
| NO. 4  | 17   | 10/16/2024   | 9/15/2024 9/28/2024   | 10             | 10/1/2024   | 1/2 November           |
| NO. 5  | 18   | 10/31/2024   | 9/29/2024 10/12/2024  | 10             | 10/15/2024  | 1/2 November           |
| NO. 6  | 19   | 11/15/2024   | 10/13/2024 10/26/2024 | 8              | 10/29/2024  | 1/2 December           |
| NO. 7  | 20   | 11/27/2024   | 10/27/2024 11/9/2024  | 10             | 11/13/2024  | 1/2 December           |
| NO. 8  | 21   | 12/16/2024   | 11/10/2024 11/23/2024 | 10             | 11/26/2024  | 1/2 Jan. & Summer      |
| NO. 9  | 22   | 12/20/2024   | 11/24/2024 12/7/2024  | 6              | 12/9/2024   | 1/2 Jan. & Summer      |
| NO.10  | 23   | 1/16/2025    | 12/8/2024 12/28/2024  | 11             | 1/7/2025    | 1/2 Feb. & Summer      |
| NO. 11 | 24   | 1/31/2025    | 12/29/2024 1/18/2025  | 10             | 1/22/2025   | 1/2 Feb. & Summer      |
| NO.12  | 25   | 2/14/2025    | 1/19/2025 2/1/2025    | 10             | 2/4/2025    | 1/2 Mar. & Summer      |
| NO.13  | 26   | 2/28/2025    | 2/2/2025 2/15/2025    | 9              | 2/18/2025   | 1/2 Mar. & Summer      |
| NO.14  | 27   | 3/14/2025    | 2/16/2025 3/1/2025    | 9              | 3/4/2025    | 1/2 April & Summer     |
| NO.15  | 28   | 3/31/2025    | 3/2/2025 3/15/2025    | 10             | 3/12/2025 * | 1/2 April & Summer     |
| NO.16  | 29   | 4/16/2025    | 3/16/2025 3/29/2025   | 5              | 4/1/2025    | 1/2 May & Summer       |
| NO.17  | 30   | 4/30/2025    | 3/30/2025 4/12/2025   | 10             | 4/15/2025   | 1/2 May & Summer       |
| NO.18  | 31   | 5/16/2025    | 4/13/2025 4/26/2025   | 9              | 4/29/2025   | 1/2 June & Summer      |
| NO.19  | 32   | 5/30/2025    | 4/27/2025 5/10/2025   | 10             | 5/13/2025   | 1/2 June & Summer      |
| NO. 20 | 33   | 6/16/2025    | 5/11/2025 5/30/2025   | 12             | 6/3/2025    | 1/2 July               |
|        |      |              |                       | 184            |             |                        |

\* Leave Due - Projected payroll.

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

Insurance Deductions - \* If eligible for coverage.

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

Summer Deductions for 2024-2025 to be applied as follows: Three (3) deductions for remaining 1/2 of July 2025 premium  
Six (6) deductions for August 2025 premium  
Three (3) deductions for 1/2 of September 2025 premium

BAY DISTRICT SCHOOLS  
10 MONTH SUPPORT PAYROLL SCHEDULE  
FISCAL YEAR 2024 - 2025

**Pay Type 017 / 20 Checks**  
**Bus Drivers & Bus Paraprofessionals**

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

|        | RUN# | PAYROLL DATE | PAY PERIOD DATES |            | NUMBER OF DAYS | LEAVE DUE   | * INSURANCE DEDUCTIONS |
|--------|------|--------------|------------------|------------|----------------|-------------|------------------------|
| NO. 1  | 14   | 8/30/2024    | 8/12/2024        | 8/17/2024  | 5              | 8/20/2024   | September (if needed)  |
| NO. 2  | 15   | 9/16/2024    | 8/18/2024        | 8/31/2024  | 10             | 9/4/2024    | 1/2 October            |
| NO. 3  | 16   | 9/30/2024    | 9/1/2024         | 9/14/2024  | 10             | 9/17/2024   | 1/2 October            |
| NO. 4  | 17   | 10/16/2024   | 9/15/2024        | 9/28/2024  | 10             | 10/1/2024   | 1/2 November           |
| NO. 5  | 18   | 10/31/2024   | 9/29/2024        | 10/12/2024 | 10             | 10/15/2024  | 1/2 November           |
| NO. 6  | 19   | 11/15/2024   | 10/13/2024       | 10/26/2024 | 8              | 10/29/2024  | 1/2 December           |
| NO. 7  | 20   | 11/27/2024   | 10/27/2024       | 11/9/2024  | 10             | 11/13/2024  | 1/2 December           |
| NO. 8  | 21   | 12/16/2024   | 11/10/2024       | 11/23/2024 | 10             | 11/26/2024  | 1/2 Jan. & Summer      |
| NO. 9  | 22   | 12/20/2024   | 11/24/2024       | 12/7/2024  | 6              | 12/9/2024   | 1/2 Jan. & Summer      |
| NO.10  | 23   | 1/16/2025    | 12/8/2024        | 12/28/2024 | 11             | 1/7/2025    | 1/2 Feb. & Summer      |
| NO. 11 | 24   | 1/31/2025    | 12/29/2024       | 1/18/2025  | 10             | 1/22/2025   | 1/2 Feb. & Summer      |
| NO.12  | 25   | 2/14/2025    | 1/19/2025        | 2/1/2025   | 10             | 2/4/2025    | 1/2 Mar. & Summer      |
| NO.13  | 26   | 2/28/2025    | 2/2/2025         | 2/15/2025  | 9              | 2/18/2025   | 1/2 Mar. & Summer      |
| NO.14  | 27   | 3/14/2025    | 2/16/2025        | 3/1/2025   | 9              | 3/4/2025    | 1/2 April & Summer     |
| NO.15  | 28   | 3/31/2025    | 3/2/2025         | 3/15/2025  | 10             | 3/12/2025 * | 1/2 April & Summer     |
| NO.16  | 29   | 4/16/2025    | 3/16/2025        | 3/29/2025  | 5              | 4/1/2025    | 1/2 May & Summer       |
| NO.17  | 30   | 4/30/2025    | 3/30/2025        | 4/12/2025  | 10             | 4/15/2025   | 1/2 May & Summer       |
| NO.18  | 31   | 5/16/2025    | 4/13/2025        | 4/26/2025  | 9              | 4/29/2025   | 1/2 June & Summer      |
| NO.19  | 32   | 5/30/2025    | 4/27/2025        | 5/10/2025  | 10             | 5/13/2025   | 1/2 June & Summer      |
| NO. 20 | 33   | 6/16/2025    | 5/11/2025        | 5/30/2025  | 12             | 6/3/2025    | 1/2 July               |
|        |      |              |                  |            | 184            |             |                        |

\* Leave Due - Projected payroll.

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

Insurance Deductions - \* If eligible for coverage.

Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life, Vision, etc.).

Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.

Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage+/-, and unable to deduct situations).

Summer Deductions for 2024-2025 to be applied as follows:

Three (3) deductions for remaining 1/2 of July 2025 premium  
Six (6) deductions for August 2025 premium  
Three (3) deductions for 1/2 of September 2025 premium

**BAY DISTRICT SCHOOLS  
10 MONTH SUPPORT PAYROLL SCHEDULE  
FISCAL YEAR 2024 - 2025**

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

|        | RUN# | PAYROLL DATE | PAY PERIOD DATES      | NUMBER OF DAYS | LEAVE DUE   | * INSURANCE DEDUCTIONS |
|--------|------|--------------|-----------------------|----------------|-------------|------------------------|
| NO. 1  | 14   | 8/30/2024    | 8/12/2024 8/17/2024   | 5              | 8/20/2024   | September              |
| NO. 2  | 15   | 9/16/2024    | 8/18/2024 8/31/2024   | 10             | 9/4/2024    | 1/2 October            |
| NO. 3  | 16   | 9/30/2024    | 9/1/2024 9/14/2024    | 10             | 9/17/2024   | 1/2 October            |
| NO. 4  | 17   | 10/16/2024   | 9/15/2024 9/28/2024   | 10             | 10/1/2024   | 1/2 November           |
| NO. 5  | 18   | 10/31/2024   | 9/29/2024 10/12/2024  | 10             | 10/15/2024  | 1/2 November           |
| NO. 6  | 19   | 11/15/2024   | 10/13/2024 10/26/2024 | 8              | 10/29/2024  | 1/2 December           |
| NO. 7  | 20   | 11/27/2024   | 10/27/2024 11/9/2024  | 10             | 11/13/2024  | 1/2 December           |
| NO. 8  | 21   | 12/16/2024   | 11/10/2024 11/23/2024 | 10             | 11/26/2024  | 1/2 January            |
| NO. 9  | 22   | 12/20/2024   | 11/24/2024 12/7/2024  | 6              | 12/9/2024   | 1/2 January            |
| NO. 10 | 23   | 1/16/2025    | 12/8/2024 12/28/2024  | 11             | 1/7/2025    | 1/2 February           |
| NO. 11 | 24   | 1/31/2025    | 12/29/2024 1/18/2025  | 10             | 1/22/2025   | 1/2 February           |
| NO. 12 | 25   | 2/14/2025    | 1/19/2025 2/1/2025    | 10             | 2/4/2025    | 1/2 March              |
| NO. 13 | 26   | 2/28/2025    | 2/2/2025 2/15/2025    | 9              | 2/18/2025   | 1/2 March              |
| NO. 14 | 27   | 3/14/2025    | 2/16/2025 3/1/2025    | 9              | 3/4/2025    | 1/2 April              |
| NO. 15 | 28   | 3/31/2025    | 3/2/2025 3/15/2025    | 10             | 3/12/2025 * | 1/2 April              |
| NO. 16 | 29   | 4/16/2025    | 3/16/2025 3/29/2025   | 5              | 4/1/2025    | 1/2 May                |
| NO. 17 | 30   | 4/30/2025    | 3/30/2025 4/12/2025   | 10             | 4/15/2025   | 1/2 May                |
| NO. 18 | 31   | 5/16/2025    | 4/13/2025 4/26/2025   | 9              | 4/29/2025   | 1/2 June               |
| NO. 19 | 32   | 5/30/2025    | 4/27/2025 5/10/2025   | 10             | 5/13/2025   | 1/2 June               |
| NO. 20 | 33   | 6/16/2025    | 5/11/2025 5/30/2025   | 12             | 6/3/2025    | 1/2 July               |
| NO. 21 | 38   | 6/26/2025    |                       | 0              |             | 1/2 July               |
| NO. 22 | 39   | 6/26/2025    |                       | 0              |             | 1/2 August             |
| NO. 23 | 40   | 6/26/2025    |                       | 0              |             | 1/2 August             |
| NO. 24 | 41   | 6/26/2025    |                       | 0              |             | 1/2 September          |
|        |      |              |                       | 184            |             |                        |

\* Leave Due - Projected payroll.

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

Insurance Deductions - \* If eligible for coverage.

Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life, Vision, etc.).

Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.

Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage+/-, and unable to deduct situations).

BAY DISTRICT SCHOOLS  
INSTRUCTIONAL PAYROLL SCHEDULE  
FISCAL YEAR 2024 - 2025

**Pay Type 062 / 20 Checks**

**Extended Instructional Hours  
(No Insurance Deductions applicable)**

|        | RUN# | PAYROLL<br>DATE   | PAY PERIOD DATES |            | NUMBER<br>OF DAYS | STUDENT DAYS<br>ONLY |
|--------|------|-------------------|------------------|------------|-------------------|----------------------|
| NO. 1  | 14   | <b>8/30/2024</b>  | 8/12/2024        | 8/17/2024  | 5                 |                      |
| NO. 2  | 15   | <b>9/16/2024</b>  | 8/18/2024        | 8/31/2024  | 10                |                      |
| NO. 3  | 16   | <b>9/30/2024</b>  | 9/1/2024         | 9/14/2024  | 9                 |                      |
| NO. 4  | 17   | <b>10/16/2024</b> | 9/15/2024        | 9/28/2024  | 10                |                      |
| NO. 5  | 18   | <b>10/31/2024</b> | 9/29/2024        | 10/12/2024 | 10                |                      |
| NO. 6  | 19   | <b>11/15/2024</b> | 10/13/2024       | 10/26/2024 | 8                 |                      |
| NO. 7  | 20   | <b>11/27/2024</b> | 10/27/2024       | 11/9/2024  | 10                |                      |
| NO. 8  | 21   | <b>12/16/2024</b> | 11/10/2024       | 11/23/2024 | 9                 |                      |
| NO. 9  | 22   | <b>12/20/2024</b> | 11/24/2024       | 12/7/2024  | 5                 |                      |
| NO. 10 | 23   | <b>1/16/2025</b>  | 12/8/2024        | 12/28/2024 | 10                |                      |
| NO. 11 | 24   | <b>1/31/2025</b>  | 12/29/2024       | 1/18/2025  | 9                 |                      |
| NO. 12 | 25   | <b>2/14/2025</b>  | 1/19/2025        | 2/1/2025   | 9                 |                      |
| NO. 13 | 26   | <b>2/28/2025</b>  | 2/2/2025         | 2/15/2025  | 9                 |                      |
| NO. 14 | 27   | <b>3/14/2025</b>  | 2/16/2025        | 3/1/2025   | 9                 |                      |
| NO. 15 | 28   | <b>3/31/2025</b>  | 3/2/2025         | 3/15/2025  | 10                |                      |
| NO. 16 | 29   | <b>4/16/2025</b>  | 3/16/2025        | 3/29/2025  | 5                 |                      |
| NO. 17 | 30   | <b>4/30/2025</b>  | 3/30/2025        | 4/12/2025  | 10                |                      |
| NO. 18 | 31   | <b>5/16/2025</b>  | 4/13/2025        | 4/26/2025  | 9                 |                      |
| NO. 19 | 32   | <b>5/30/2025</b>  | 4/27/2025        | 5/10/2025  | 10                |                      |
| NO. 20 | 33   | <b>6/16/2025</b>  | 5/11/2025        | 5/30/2025  | 12                |                      |
|        |      |                   |                  |            | 178               |                      |

**BAY DISTRICT SCHOOLS  
SUMMER PAYROLL SCHEDULE  
FISCAL YEAR 2024 - 2025**

**Instructional Staff**

|  | RUN# | PAYROLL<br>DATE | PAY PERIOD DATES |           | NUMBER<br>OF DAYS | LEAVE<br>DUE |
|--|------|-----------------|------------------|-----------|-------------------|--------------|
|  | 12   | 7/31/2024       | 7/1/2024         | 7/20/2024 | 8                 | 7/23/2024    |
|  | 13   | 8/16/2024       | 7/21/2024        | 7/29/2024 | 5                 | 8/6/2024     |
|  |      |                 |                  |           |                   |              |
|  | 34   | 6/26/2025       | 6/1/2025         | 6/30/2025 | 16                | 6/17/2025 *  |
|  |      |                 |                  |           |                   |              |
|  |      |                 |                  |           | 29                |              |

**Support Staff**

|  | RUN# | PAYROLL<br>DATE | PAY PERIOD DATES |           | NUMBER<br>OF DAYS | LEAVE<br>DUE |
|--|------|-----------------|------------------|-----------|-------------------|--------------|
|  | 12   | 7/31/2024       | 7/1/2024         | 7/20/2024 | 8                 | 7/23/2024    |
|  | 13   | 8/16/2024       | 7/21/2024        | 8/3/2024  | 8                 | 8/6/2024     |
|  | 14   | 8/30/2024       | 8/4/2024         | 8/10/2024 | 4                 | 8/20/2024    |
|  |      |                 |                  |           |                   |              |
|  | 34   | 6/26/2025       | 5/29/2025        | 6/30/2025 | 17                | 6/17/2025 *  |
|  |      |                 |                  |           | 37                |              |

\* Leave Due - Projected payroll.

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

# **SCHOOL CALENDAR**



# BAY DISTRICT SCHOOLS' CALENDAR

## BAY DISTRICT SCHOOLS' CALENDAR

2024-2025

|  | Day       | Month     | Date |
|--|-----------|-----------|------|
| ALL Instructional Staff Report to Schools for Inservice Day  | Tuesday   | July      | 30   |
| District-Based Inservice Day   | Wednesday | July      | 31   |
| District-Based Inservice Day   | Thursday  | August    | 1    |
| School-Based Inservice Day   | Monday    | August    | 5    |
| Pre-School Planning  | Tuesday   | August    | 6    |
| Pre-School Planning  | Wednesday | August    | 7    |
| Pre-School Planning  | Thursday  | August    | 8    |
| First Day of School  | Monday    | August    | 12   |
| Labor Day (Holiday for All)  | Monday    | September | 2    |
| End of First Nine Weeks  | Friday    | October   | 11   |
| Columbus Day (School out for Students & Teachers)  | Monday    | October   | 14   |
| Teacher PLC Planning Day (School out for Students) <b>STORM DAY (IF NEEDED)</b>  | Wednesday | October   | 23   |
| Veterans Day (Holiday for All)   | Monday    | November  | 11   |
| Thanksgiving Holidays (School out entire week for Students & Teachers)   | Monday    | November  | 25   |
| Thanksgiving Day (Holiday for all)   | Thursday  | November  | 28   |
| Return from Thanksgiving Holidays  | Monday    | December  | 2    |
| High School Testing Day  | Wednesday | December  | 18   |
| High School Testing Day  | Thursday  | December  | 19   |
| High School Testing Day/End of Second Nine Weeks/End of First Semester/FULL DAY for ALL STUDENTS   | Friday    | December  | 20   |
| Christmas Holidays Begin   | Monday    | December  | 23   |
| Records Workday for Teachers   | Monday    | January   | 6    |
| Return from Christmas Holidays (Students)  | Tuesday   | January   | 7    |
| Martin Luther King's Birthday (Holiday for All)  | Monday    | January   | 20   |
| Teacher PLC Planning Day (School Out for Students) <b>STORM DAY (IF NEEDED)</b>  | Wednesday | February  | 5    |
| Presidents' Day (School Out for Students & Teachers)   | Monday    | February  | 17   |
| End of Third Nine Weeks  | Friday    | March     | 14   |
| Spring Holidays Begin  | Monday    | March     | 17   |
| Return from Spring Holidays  | Monday    | March     | 24   |
| Good Friday (School Out for Students & Teachers)   | Friday    | April     | 18   |
| High School Testing Day  | Friday    | May       | 23   |
| Memorial Day Holiday (School Out for Students & Teachers)  | Monday    | May       | 26   |
| High School Testing Day/Early Release for High School Students Only  | Tuesday   | May       | 27   |
| High School Testing Day/End of Fourth Nine Weeks/End of Second Semester/Last Day of School for ALL STUDENTS/Early Release for ALL STUDENTS | Wednesday | May       | 28   |
| Post Planning for Teachers   | Thursday  | May       | 29   |
| Post Planning for Teachers   | Friday    | May       | 30   |

| STUDENT DAYS |      | TEACHER DAYS |          | PROGRESS REPORTS | ORIENTATION DATES   | GRADUATION                        |            |       |     |
|--------------|------|--------------|----------|------------------|---|-----------------------------------|------------|-------|-----|
| Month        | Days | Month        | Instruct |                  |   | Other                             | School     | Month | Day |
|              |      | July         |          | 2                | Progress reports are available through the District's PARENT PORTAL. Parents can contact the school if no internet access is available. | Bay Virtual                       | May        | 15    |     |
| August       | 15   | August       | 15       | 5                |   | NHLC                              | May        | 19    |     |
| September    | 20   | September    | 20       | 1                |   | Mosley                            | May        | 19    |     |
| October      | 21   | October      | 21       | 1                |   | Rosenwald                         | May        | 20    |     |
| November     | 15   | November     | 15       | 2                |   | Bozeman                           | May        | 20    |     |
| December     | 15   | December     | 15       | 1                |   | Rutherford                        | May        | 21    |     |
| January      | 18   | January      | 18       | 3                | REPORT CARDS  | OPEN HOUSE DATES                  | MKL        | May   | 22  |
| February     | 18   | February     | 18       | 1                | Report Cards are available through the District's PARENT PORTAL. October 23<br>January 15<br>April 2<br>June 4                          | High School:                      | Amold      | May   | 22  |
| March        | 16   | March        | 16       |                  |   | *Selected Mon. In Sept.           | Bay        | May   | 23  |
| April        | 21   | April        | 21       |                  |   | Middle School:                    | Hahey      | May   | 27  |
| May          | 19   | May          | 19       | 2                |   | *Selected Tues. In Sept.          |            |       |     |
|              |      |              |          |                  |   | Elementary School:                |            |       |     |
|              |      |              |          |                  |   | *Selected Thurs. In Sept.         |            |       |     |
| Total        | 178  | Total        |          | 196              |   | *Contact school for specific date |            |       |     |
|              |      |              |          |                  |   | Board Approved:                   | 11/14/2023 |       |     |