



Bay Haven Charter Academy, Inc.
Salary Placement Schedules
2025-2026

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Salary Placement Schedules
2025-2026 Table of Contents

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DEFINITIONS

Years of Experience for Pay Purposes: This applies to Instructional and Administrative employees. Years of experience shall be interpreted to mean the time an employee has been employed in a position or positions of equivalent classifications and not the total years of service as an employee of the Bay Haven Charter Academy, Inc. Progressive advancement in equivalent classifications shall qualify an employee to retain their earned experience. Equivalent classification shall mean employees paid on the same Placement Schedule. An employee moving from a position paid from one Placement Schedule to a position paid from another Placement Schedule will begin the new position pay grade at the "0" years' experience on the Placement Schedule except for that employee who can document experience as an administrator or as an instructional employee may transfer the approved years of experience to the appropriate Placement Schedule.

Administrative Experience: Only experience in an administrative position will count toward salary computation on the Administrative Placement Schedule (Placement Schedule 2). Leadership positions held (as department head, team leader, etc.) while employed as an instructional employee will not be considered. An employee acting as an administrator will also not count toward administrative experience.

Any employee wishing to claim administrative experience must make a written request to the Budget and Finance Officer. Such requests must include written documentation of the specific assignments and time spent in qualifying administrative positions.

Instructional Personnel and Substitutes

Instructional Performance Pay Placement Schedule Salary Schedule 1

(revised November 6, 2025)

Effective July 31, 2025

Years of Experience	Salary
0	51,000
1	51,000
2	51,000
3	51,000
4	52,100
5	52,100
6	52,100
7	53,200
8	53,200
9	53,200
10	54,300
11	54,300
12	54,300
13	55,400
14	55,400
15	55,400
16	56,500
17	56,500
18	56,500
19	57,600
20	57,600
21	57,600
22	58,700
23	58,700
24	58,700
25	59,800

Based on 196 contract days

A Master's degree will earn an additional \$2,500 per year.

A Specialist degree will earn an additional \$5,100 per year.

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

Per 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 the applicable degree as a supplement as this amount will not be included in the individual's base salary.

Stipend and Supplement Schedule

Bay Haven Charter Academy, Inc.			
Athletic and Academic Stipends Placement Schedule	EFF. 07/01/2025		
2025-2026			
Flat Rate Annual Stipend			
	Stipend Amount	# of Asst. Coaches	Req'd # of Events
High School			
Head Football Coach (if paid on the teacher placement schedule)	7,129	2	10
Head Football Coach (if paid on administrative placement schedule)	5,400	2	10
Head Coach – Baseball, Softball, Boys' Basketball, Girls' Basketball, Girls' Volleyball	4,456	1	20
Head Coach – Boys' Soccer, Girls' Soccer	4,456	1	15
Head Coach – Track (coed): To be paid this supplement, a coach must have a minimum of five (5) boys and five (5) girls participating on the coed team	4,456	1	10
Head Coach – Swim (coed): To be paid this supplement, a coach must have a minimum of five (5) boys and five (5) girls participating on the coed team	4,456	1	n/a
Head Coach – Clay Shooting	4,456	1	2 seasons (fall and spring)
Head Coach – Golf (Coed), Tennis (Coed), Cross Country (Coed)	3,342	1	n/a
Head Coach – Boys' Wrestling, Girls' Wrestling, Boys' Weightlifting, Girls' Weightlifting, Boys' Lacrosse, Girls' Lacrosse	2,228	1	n/a
Head Coach – Sideline Cheer	3,119	1 (same asst for both sideline and competitive)	Home Football games (all), Home Basketball games for in-county competition (girls and boys)
Head Coach – Competitive Cheer	2,673	1 (same asst for both sideline and competitive)	n/a
Head Coach – Dance Team	2,673	1	10
Head Coach – Color Guard	2,673	n/a	Must include marching and band camp

Band Director (events must include marching and band camp)	6,015	n/a	Must include marching and band camp
Choir Director (no planning period)	3,564	n/a	Mandatory 2 performances
Drama Coach	1,782	n/a	Mandatory 1 performance
Assistant Coach - Football	3,565	n/a	n/a
Assistant Coach – Baseball, Softball, Boys’ Basketball, Girls’ Basketball, Volleyball, Girls’ Soccer, Boys’ Soccer, Track (Coed), Swimming (Coed)	3,342	n/a	n/a
Assistant Coach – Sideline Cheer and Competitive Cheer (one stipend for both, not each)	2,228	n/a	n/a
Assistant Coach – Boys’ Wrestling, Girls’ Wrestling, Boys’ Weightlifting, Girls’ Weightlifting, Boys’ Lacrosse, Girls’ Lacrosse, Golf (Coed), Tennis (Coed), Cross Country (Coed), Clay Shooting, Dance Team	1,671	n/a	n/a
Department Head	1,782	n/a	n/a
Yearbook Sponsor	1,782	n/a	n/a
Ambassador Program Sponsor	1,782	n/a	n/a
Approved clubs	891	n/a	n/a

Middle School	Stipend Amount	# of Asst. Coaches	Req’d # of Events
Haven Middle School Athletic Director (if paid on the teacher placement schedule)	9,400	n/a	n/a
Head Football Coach	3,119	1	8
Head Coach – Boys’ Basketball, Girls’ Basketball, Boys’ Soccer, Girls’ Soccer, Girls’ Volleyball	3,119	1	10
Head Coach – Track (Coed), Cross Country (BH only)	3,119	1	4
Head Coach – Sideline Cheer	1,782	n/a	Home Football games (all), home basketball games for in-county competition (girls and boys)
Assistant Coaches –Football, Boys’ Basketball, Girls’ Basketball, Boys’ Soccer, Girls’ Soccer, Volleyball	2,228	n/a	n/a
Assistant Coaches – Cross Country (BH only)	1,671		
Band Director (mandatory 3 performances and band camp) - middle school segregated	4,901	n/a	n/a
Choir Director (mandatory 4 performances) - middle school segregated	2,673		

Team Leader/Grade Group Chair	1,782		
Approved clubs	891		
Elementary School			
Team Leader/Grade Group Chair who is a full-time classroom teacher (fulfilling all duties as assigned by administration)	1,782	n/a	n/a
Approved clubs	891	n/a	n/a
Department Chair/Grade Group Chair who is not assigned to a full-time classroom for duration of day could qualify for stipend depending on job duties and assignments	891-1782	n/a	n/a

Instructional Substitutes

Daily Instructional Substitute Pay:

Instructional substitutes are required to have a minimum of a high school diploma. The rate of pay will be \$112.50 per day based on a 7.5-hour day.

Instructional substitutes with a Master's Degree will be paid \$120.00 per day based on a 7.5-hour day.

Long-Term Substitutes: Long term substitutes will be paid at the Daily Instructional rate for the first 20 consecutive work days. On the 21st consecutive work day, the long term substitute will move to the \$183.67 daily rate.

Individuals in this classification are working towards certification by the Florida Department of Education and are filling a vacant instructional position on a full-time basis.

Licensed Personnel

Classification and Paygrades for Licensed Personnel

(Refer to Placement Schedule 5 – Seen Below)

Licensed Personnel	Paygrade
Speech-Language Therapist without Masters	L07
Speech-Language Therapist with Masters	L7M
Charter School Nurse	L3B
Assistant Charter School Nurse	L02

Licensed Personnel Placement Schedule

Year	L07	L7M	L3B	L02
0	59,728	62,228	35,493	28,477
1	59,728	62,228	35,493	28,477
2	59,728	62,228	35,493	28,477
3	59,728	62,228	35,493	28,477
4	59,728	62,228	35,493	28,477
5	59,840	62,340	35,616	28,590
6	59,848	62,348	35,625	28,597
7	59,944	62,444	35,727	28,693
8	60,375	62,875	36,367	29,251
9	61,052	63,552	37,227	30,033
10	61,709	64,209	38,063	30,817
11	62,406	64,906	38,926	31,600
12	63,085	65,585	39,786	32,384
13	63,784	66,284	40,673	33,166
14	64,480	66,980	41,533	33,947
15	65,177	67,677	42,372	34,731
16	65,896	68,396	43,232	35,494
17	66,638	69,138	44,091	36,297
18	67,359	69,859	44,977	37,080
19	68,098	70,598	45,839	37,862
20	68,860	71,360	46,677	38,644
21	69,601	72,101	47,538	39,449
22	70,361	72,861	48,397	40,212
23	71,122	73,622	49,282	40,995
24	71,905	74,405	50,142	41,777
25	71,916	74,416	50,157	41,786

Based on 196 contract days

Administrative/Supervisory Personnel

Administrative/Supervisory Personnel

- Instructional Specialists are employed 250 days annually. Teaching experience will be counted toward years of experience on the paygrade for this position. If moved into Assistant Principal or district-level administrative positions, teaching experience will not be considered.
- Employees on Placement Schedule 2 may be awarded an advanced degree stipend. The advanced degree must be in the area they are currently working. The Charter School statute does not require administrators to have advanced degrees. Therefore, the following stipends are available after verification of policy parameters are met: Master's Degree: \$2,500; Specialist Degree: \$5,100; Doctorate: \$7,800. The exception is Instructional Specialists with a Master's degree. Instructional Specialists that do not possess a Master's Degree are paid on the A6 paygrade, while Instructional Specialists that have a Master's Degree are paid on the A7 paygrade. Therefore, Instructional Specialists with a Master's Degree are paid the difference between \$2,500 and the A7 paygrade amount when placed.
- All positions on Placement Schedule 2 are employed 250 days annually.

Classification and Paygrades for Administrative/Supervisory Personnel

(Refer to Placement Schedule 2)

Administrative/Supervisory Personnel	Paygrade
Instructional Specialist	A6
Instructional Specialist w/ Master's	A7
Maintenance Supervisor	7
Transportation Director	8
Payroll Manager	9
Instructional Network Technician	12
System Administrator	18
Budget and Finance Officer	29
Head Football Coach/Administrator	32
Athletic Director	34
Chief Information Officer	39
Director of Ancillary Services	39
Administrative Assistance (12 month)	A7
Assistant Principal – Elementary School	28
Assistant Principal – Middle School	34
Assistant Principal – High School	36
Principal – Elementary School	39
Principal – Middle School	42
Principal – High School	44

Placement Schedule 2

	A6	A7	7	8	9	12	18	28	29	32	34	36	39	42	43	44
0	65,051	67,563	40,333	41,291	42,252	45,124	50,885	60,474	61,433	64,314	66,231	68,149	71,026	73,906	74,869	75,822
1	65,051	67,653	40,749	41,707	42,668	45,540	51,301	60,890	61,849	64,730	66,647	68,565	71,442	74,322	75,285	76,238
2	65,051	67,563	41,165	42,123	43,084	45,956	51,717	61,306	62,265	65,146	67,063	68,981	71,858	74,738	75,701	76,654
3	65,051	67,563	41,581	42,539	43,500	46,372	52,133	61,772	62,681	65,562	67,479	69,397	72,274	75,154	76,117	77,070
4	66,327	68,839	41,997	42,955	43,916	46,788	52,549	62,138	63,097	65,978	67,895	69,813	72,690	75,570	76,533	77,486
5	66,327	68,839	42,413	43,371	44,332	47,204	52,965	62,554	63,513	66,394	68,311	70,229	73,106	75,986	76,949	77,902
6	66,327	68,839	43,079	44,037	44,998	47,869	53,631	63,220	64,178	67,059	68,977	70,895	73,771	76,651	77,614	78,568
7	67,602	70,114	43,744	44,702	45,663	48,535	54,296	63,885	64,844	67,725	69,643	71,560	74,437	77,317	78,280	79,233
8	67,602	70,114	44,410	45,368	46,329	49,200	54,962	64,551	65,510	68,390	70,308	72,226	75,103	77,982	78,945	79,899
9	67,602	70,114	45,076	46,034	46,994	49,866	55,628	65,216	66,175	69,056	70,974	72,892	75,768	78,648	79,611	80,565
10	68,878	71,390	45,741	46,699	47,660	50,532	56,293	65,882	66,841	69,722	71,639	73,557	76,434	79,314	80,277	81,230
11	68,878	71,390	46,573	47,531	48,492	51,364	57,125	66,714	67,673	70,554	72,471	74,389	77,266	80,146	81,109	82,062
12	68,878	71,390	47,405	48,363	49,324	52,196	57,957	67,546	68,505	71,386	73,303	75,221	78,098	80,978	81,941	82,894
13	70,153	72,665	48,237	49,195	50,156	53,028	58,789	68,378	69,337	72,218	74,135	76,053	78,930	81,810	82,773	83,726
14	70,153	72,665	49,069	50,027	50,988	53,860	59,621	69,210	70,169	73,050	74,967	76,885	79,762	82,642	83,605	84,558
15	70,153	72,665	49,901	50,859	51,820	54,692	60,453	70,042	71,001	73,882	75,799	77,717	80,594	83,474	84,437	85,390
16	71,429	73,941	50,900	51,858	52,818	55,690	61,452	71,040	71,999	74,880	76,798	78,716	81,592	84,472	85,435	86,389
17	71,429	73,941	51,898	52,856	53,817	56,688	62,450	72,039	72,998	75,878	77,796	79,714	82,591	85,470	86,433	87,387
18	71,429	73,941	52,896	53,854	54,815	57,687	63,448	73,037	73,996	76,877	78,795	80,712	83,589	86,469	87,432	88,385
19	72,704	75,216	53,895	54,853	55,814	58,685	64,447	74,036	74,994	77,875	79,793	81,711	84,587	87,467	88,430	89,384
20	72,704	75,216	54,893	55,851	56,812	59,684	65,445	75,034	75,993	78,874	80,791	82,709	85,586	88,466	89,429	90,382
21	72,704	75,216	55,892	56,850	57,810	60,682	66,444	76,032	76,991	79,872	81,790	83,708	86,584	89,464	90,427	91,381
22	73,980	76,492	56,890	57,848	58,809	61,680	67,442	77,031	77,990	80,870	82,788	84,706	87,583	90,462	91,425	92,379
23	73,980	76,492	57,888	58,846	59,807	62,679	68,440	78,029	78,988	81,869	83,787	85,704	88,581	91,461	92,424	93,377
24	73,980	76,492	58,887	59,845	60,806	63,677	69,439	79,028	79,986	82,867	84,785	86,703	89,579	92,459	93,422	94,376
25	75,255	77,766	59,885	60,843	61,804	64,676	70,437	80,026	80,985	83,866	85,783	87,701	90,578	93,458	94,421	95,374

Based on 250 contract days

Educational Support Placement Schedules

Classification and Paygrades for Educational Support Personnel

Educational Support Placement Schedules	Placement Schedule	Paygrade
Afterschool	3	101
Clerk	3	103
Paraprofessional	3	103
Food Service Worker	3	101
Bookkeeper	3	106
Office and Data Manager	3	106
Assistant Aftercare Director	3	106
Food Service Manager	3	106
Benefits and Accounting Assistant	3	107
PreK Paraprofessional with 40 course hours	3	103
PreK Paraprofessional with FCCPC	3	104
PreK Paraprofessional with degree	3	105
Bus Driver	3	106
PreK Teacher (with 40 hour course)	3	104
PreK Teacher (with FCCPC)	3	105
PreK Teacher (with Directors credentials)	3	106
PreK Teacher (with an Associates Degree)	3	107
Custodian I (0-5 years)	3	101
Custodian II (6-25 years)	3	102
Lead Custodian	3	106
Maintenance I (0-3 years)	3	101
Maintenance II (4-6 years)	3	106
Maintenance III (7-25 years; no additional certifications)	3	108
Maintenance III (7-25 years; with certification)	3	111

Placement Schedule 3

	Placement Schedule 3										
	101	102	103	104	105	106	107	108	109	110	111
0	15.05	15.55	16.05	16.55	17.05	17.55	18.05	18.55	19.05	19.55	20.05
1	15.05	15.55	16.05	16.55	17.05	17.55	18.05	18.55	19.05	19.55	20.05
2	15.05	15.55	16.05	16.55	17.05	17.55	18.05	18.55	19.05	19.55	20.05
3	15.05	15.55	16.05	16.55	17.05	17.55	18.05	18.55	19.05	19.55	20.05
4	15.05	15.55	16.05	16.55	17.05	17.55	18.05	18.55	19.05	19.55	20.05
5	15.05	15.55	16.05	16.55	17.05	17.55	18.05	18.55	19.05	19.55	20.05
6	15.55	16.05	16.55	17.05	17.55	18.05	18.55	19.05	19.55	20.05	20.05
7	15.55	16.05	16.55	17.05	17.55	18.05	18.55	19.05	19.55	20.05	21.50
8	15.55	16.05	16.55	17.05	17.55	18.05	18.55	19.05	19.55	20.05	21.72
9	15.55	16.05	16.55	17.05	17.55	18.05	18.55	19.05	19.55	20.05	21.93
10	15.55	16.05	16.55	17.05	17.55	18.05	18.55	19.05	19.55	20.05	22.15
11	16.05	16.55	17.05	17.55	18.05	18.55	19.05	19.55	20.05	20.55	22.37
12	16.05	16.55	17.05	17.55	18.05	18.55	19.05	19.55	20.05	20.55	22.60
13	16.05	16.55	17.05	17.55	18.05	18.55	19.05	19.55	20.05	20.55	22.82
14	16.05	16.55	17.05	17.55	18.05	18.55	19.05	19.55	20.05	20.55	23.05
15	16.05	16.55	17.05	17.55	18.05	18.55	19.05	19.55	20.05	20.55	23.28
16	16.55	17.05	17.55	18.05	18.55	19.05	19.55	20.05	20.55	21.05	23.51
17	16.55	17.05	17.55	18.05	18.55	19.05	19.55	20.05	20.55	21.05	23.75
18	16.55	17.05	17.55	18.05	18.55	19.05	19.55	20.05	20.55	21.05	23.99
19	16.55	17.05	17.55	18.05	18.55	19.05	19.55	20.05	20.55	21.05	24.23
20	16.55	17.05	17.55	18.05	18.55	19.05	19.55	20.05	20.55	21.05	24.47
21	17.05	17.55	18.05	18.55	19.05	19.55	20.05	20.55	21.05	21.55	24.71
22	17.05	17.55	18.05	18.55	19.05	19.55	20.05	20.55	21.05	21.55	24.96
23	17.05	17.55	18.05	18.55	19.05	19.55	20.05	20.55	21.05	21.55	25.21
24	17.05	17.55	18.05	18.55	19.05	19.55	20.05	20.55	21.05	21.55	25.46
25	17.05	17.55	18.05	18.55	19.05	19.55	20.05	20.55	21.05	21.55	25.72

Calendars

2025-2026

Teacher calendar

July '25							August '25							September '25							October '25						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
		1	2	3	4	5						1	2		1	2	3	4	5	6				1	2	3	4
6	7	8	9	10	11	12	3	4	5	6	7	8	9	7	8	9	10	11	12	13	5	6	7	8	9	10	11
13	14	15	16	17	18	19	10	11	12	13	14	15	16	14	15	16	17	18	19	20	12	13	14	15	16	17	18
20	21	22	23	24	25	26	17	18	19	20	21	22	23	21	22	23	24	25	26	27	19	20	21	22	23	24	25
27	28	29	30	31			24	25	26	27	28	29	30	28	29	30					26	27	28	29	30	31	
							31																				

November '25							December '25							January '26							February '26						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1		1	2	3	4	5	6					1	2	3	1	2	3	4	5	6	7
2	3	4	5	6	7	8	7	8	9	10	11	12	13	4	5	6	7	8	9	10	8	9	10	11	12	13	14
9	10	11	12	13	14	15	14	15	16	17	18	19	20	11	12	13	14	15	16	17	15	16	17	18	19	20	21
16	17	18	19	20	21	22	21	22	23	24	25	26	27	18	19	20	21	22	23	24	22	23	24	25	26	27	28
23	24	25	26	27	28	29	28	29	30	31				25	26	27	28	29	30	31							
30																											

March '26							April '26							May '26							June '26						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7				1	2	3	4					1	2			1	2	3	4	5	6
8	9	10	11	12	13	14	5	6	7	8	9	10	11	3	4	5	6	7	8	9	7	8	9	10	11	12	13
15	16	17	18	19	20	21	12	13	14	15	16	17	18	10	11	12	13	14	15	16	14	15	16	17	18	19	20
22	23	24	25	26	27	28	19	20	21	22	23	24	25	17	18	19	20	21	22	23	21	22	23	24	25	26	27
29	30	31					26	27	28	29	30			24	25	26	27	28	29	30	28	29	30				
														31													

- Days in green are work days - students are here.
- Days in pink are work days - students are not here.
- Days in yellow are paid holidays for teachers.
- Days in orange - school campuses are closed - not included in paid contract days.

ANY DAY IN GREEN OR PINK MUST BE WORKED OR LEAVE MUST BE USED.

Teachers		
Month	work days	paid holidays
Jul	1	
Aug	21	
Sep	21	1
Oct	22	
Nov	14	2
Dec	15	1
Jan	17	2
Feb	19	1
Mar	17	
Apr	21	
May	20	1
	188	8
Work days	188	
paid holidays	8	
Paid contract days	196	

Students	
Month	in class
Aug	15
Sep	21
Oct	21
Nov	14
Dec	15
Jan	16
Feb	19
Mar	16
Apr	21
May	19
	177

2025-2026

12-month Employee calendar - July contract start

July '25							August '25							September '25							October '25						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
		1	2	3	4	5						1	2		1	2	3	4	5	6				1	2	3	4
6	7	8	9	10	11	12	3	4	5	6	7	8	9	7	8	9	10	11	12	13	5	6	7	8	9	10	11
13	14	15	16	17	18	19	10	11	12	13	14	15	16	14	15	16	17	18	19	20	12	13	14	15	16	17	18
20	21	22	23	24	25	26	17	18	19	20	21	22	23	21	22	23	24	25	26	27	19	20	21	22	23	24	25
27	28	29	30	31			24	25	26	27	28	29	30	28	29	30					26	27	28	29	30	31	
							31																				

November '25							December '25							January '26							February '26						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1		1	2	3	4	5	6							1	2	3	4	5	6	7	
2	3	4	5	6	7	8	7	8	9	10	11	12	13	4	5	6	7	8	9	10	8	9	10	11	12	13	14
9	10	11	12	13	14	15	14	15	16	17	18	19	20	11	12	13	14	15	16	17	15	16	17	18	19	20	21
16	17	18	19	20	21	22	21	22	23	24	25	26	27	18	19	20	21	22	23	24	22	23	24	25	26	27	28
23	24	25	26	27	28	29	28	29	30	31				25	26	27	28	29	30	31							
30																											

March '26							April '26							May '26							June '26						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7				1	2	3	4							1	2	3	4	5	6		
8	9	10	11	12	13	14	5	6	7	8	9	10	11	3	4	5	6	7	8	9	7	8	9	10	11	12	13
15	16	17	18	19	20	21	12	13	14	15	16	17	18	10	11	12	13	14	15	16	14	15	16	17	18	19	20
22	23	24	25	26	27	28	19	20	21	22	23	24	25	17	18	19	20	21	22	23	21	22	23	24	25	26	27
29	30	31					26	27	28	29	30			24	25	26	27	28	29	30	28	29	30				
														31													

12-month July contract employees		
Month	work days	paid holidays
Jul	22	1
Aug	21	
Sep	21	1
Oct	22	
Nov	16	3
Dec	17	3
Jan	20	2
Feb	19	1
Mar	17	
Apr	21	
May	20	1
Jun	22	
	238	12
Work days	238	
paid holidays	12	
Paid contract days	250	

Days in green are work days.

Days in yellow are paid holidays for **FULL TIME** 12-month employees.

Days in orange represent days that the school campuses are closed, but for which 12-month employees are not paid.

ANY DAY IN GREEN MUST BE WORKED OR LEAVE MUST BE USED. (Even if the campus is closed, if day is GREEN, a leave form **MUST** be completed if employee does not work.)

2025-2026

10-month employee calendar

July '25							August '25							September '25							October '25						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
		1	2	3	4	5						1	2	1	2	3	4	5	6				1	2	3	4	5
6	7	8	9	10	11	12	3	4	5	6	7	8	9	7	8	9	10	11	12	13	5	6	7	8	9	10	11
13	14	15	16	17	18	19	10	11	12	13	14	15	16	14	15	16	17	18	19	20	12	13	14	15	16	17	18
20	21	22	23	24	25	26	17	18	19	20	21	22	23	21	22	23	24	25	26	27	19	20	21	22	23	24	25
27	28	29	30	31			24	25	26	27	28	29	30	28	29	30					26	27	28	29	30	31	
							31																				
November '25							December '25							January '26							February '26						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
					1		1	2	3	4	5	6				1	2	3			1	2	3	4	5	6	7
2	3	4	5	6	7	8	7	8	9	10	11	12	13	4	5	6	7	8	9	10	8	9	10	11	12	13	14
9	10	11	12	13	14	15	14	15	16	17	18	19	20	11	12	13	14	15	16	17	15	16	17	18	19	20	21
16	17	18	19	20	21	22	21	22	23	24	25	26	27	18	19	20	21	22	23	24	22	23	24	25	26	27	28
23	24	25	26	27	28	29	28	29	30	31				25	26	27	28	29	30	31							
30																											
March '26							April '26							May '26							June '26						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7			1	2	3	4					1	2				1	2	3	4	5	6
8	9	10	11	12	13	14	5	6	7	8	9	10	11	3	4	5	6	7	8	9	7	8	9	10	11	12	13
15	16	17	18	19	20	21	12	13	14	15	16	17	18	10	11	12	13	14	15	16	14	15	16	17	18	19	20
22	23	24	25	26	27	28	19	20	21	22	23	24	25	17	18	19	20	21	22	23	21	22	23	24	25	26	27
29	30	31					26	27	28	29	30			24	25	26	27	28	29	30	28	29	30				
														31													

10-month - para/front office			
Month	work days	paid holidays for FT	
Aug	17		(2 days before)
Sep	21	1	
Oct	21		
Nov	14	2	
Dec	15	1	
Jan	16	2	
Feb	19	1	
Mar	16		
Apr	21		
May	20	1	(1 day after)
	180	8	
Work days	180		
paid holidays	8		
Paid FT contract days	188		
Paid PT contract days	180		

Days in green are work days.

Days in yellow are paid holidays for **FULL TIME** 10-month employees.

Days in orange represent days that the school campuses do not have students and/or are closed. These are not work days for 10-month employees.

ANY DAY IN GREEN MUST BE WORKED OR, IF FULL TIME, LEAVE MUST BE USED.

2025-2026

10-month Preschool employee calendar

July '25							August '25							September '25							October '25							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
		1	2	3	4	5						1	2	1	2	3	4	5	6				1	2	3	4		
6	7	8	9	10	11	12	3	4	5	6	7	8	9	7	8	9	10	11	12	13	5	6	7	8	9	10	11	
13	14	15	16	17	18	19	10	11	12	13	14	15	16	14	15	16	17	18	19	20	12	13	14	15	16	17	18	
20	21	22	23	24	25	26	17	18	19	20	21	22	23	21	22	23	24	25	26	27	19	20	21	22	23	24	25	
27	28	29	30	31			24	25	26	27	28	29	30	28	29	30					26	27	28	29	30	31		
							31																					
November '25							December '25							January '26							February '26							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
						1		1	2	3	4	5	6						1	2	3	1	2	3	4	5	6	7
2	3	4	5	6	7	8	7	8	9	10	11	12	13	4	5	6	7	8	9	10	8	9	10	11	12	13	14	
9	10	11	12	13	14	15	14	15	16	17	18	19	20	11	12	13	14	15	16	17	15	16	17	18	19	20	21	
16	17	18	19	20	21	22	21	22	23	24	25	26	27	18	19	20	21	22	23	24	22	23	24	25	26	27	28	
23	24	25	26	27	28	29	28	29	30	31				25	26	27	28	29	30	31								
30																												
March '26							April '26							May '26							June '26							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
1	2	3	4	5	6	7				1	2	3	4						1	2		1	2	3	4	5	6	
8	9	10	11	12	13	14	5	6	7	8	9	10	11	3	4	5	6	7	8	9	7	8	9	10	11	12	13	
15	16	17	18	19	20	21	12	13	14	15	16	17	18	10	11	12	13	14	15	16	14	15	16	17	18	19	20	
22	23	24	25	26	27	28	19	20	21	22	23	24	25	17	18	19	20	21	22	23	21	22	23	24	25	26	27	
29	30	31					26	27	28	29	30			24	25	26	27	28	29	30	28	29	30					
														31														

10-month Preschool employees		
Month	work days	paid holidays - FT
Jul	0	
Aug	21	
Sep	21	1
Oct	22	
Nov	16	2
Dec	15	1
Jan	19	2
Feb	19	1
Mar	19	
Apr	21	
May	20	1
Jun	0	
	193	8
Work days	193	
paid holidays (FT)	8	
FT - Paid contract days	201	
PT - Paid contract days	193	

Days in green are work days.
 Days in yellow are paid holidays for FULL TIME 10-month employees.
 Days in orange represent days that the school campuses are closed, but for which 10-month employees are not paid.

ANY DAY IN GREEN MUST BE WORKED OR, IF FULL TIME, LEAVE MUST BE USED.

2025-2026

10-month Food Service worker calendar

2025-2026																																																			
July '25														August '25																																					
S	M	T	W	T	F	S								S	M	T	W	T	F	S																															
		1	2	3	4	5													1	2																															
6	7	8	9	10	11	12								3	4	5	6	7	8	9																															
13	14	15	16	17	18	19								10	11	12	13	14	15	16																															
20	21	22	23	24	25	26								17	18	19	20	21	22	23																															
27	28	29	30	31										24	25	26	27	28	29	30																															
														31																																					
November '25														December '25																																					
S	M	T	W	T	F	S								S	M	T	W	T	F	S																															
					1									1	2	3	4	5	6																																
2	3	4	5	6	7	8								7	8	9	10	11	12	13																															
9	10	11	12	13	14	15								14	15	16	17	18	19	20																															
16	17	18	19	20	21	22								21	22	23	24	25	26	27																															
23	24	25	26	27	28	29								28	29	30	31																																		
30																																																			
January '26														February '26																																					
S	M	T	W	T	F	S								S	M	T	W	T	F	S																															
														1	2	3	4	5	6	7																															
4	5	6	7	8	9	10								8	9	10	11	12	13	14																															
11	12	13	14	15	16	17								15	16	17	18	19	20	21																															
18	19	20	21	22	23	24								22	23	24	25	26	27	28																															
25	26	27	28	29	30	31																																													
31																																																			
March '26														April '26																																					
S	M	T	W	T	F	S								S	M	T	W	T	F	S																															
1	2	3	4	5	6	7										1	2	3	4																																
8	9	10	11	12	13	14								5	6	7	8	9	10	11																															
15	16	17	18	19	20	21								12	13	14	15	16	17	18																															
22	23	24	25	26	27	28								19	20	21	22	23	24	25																															
29	30	31													26	27	28	29	30																																
														31																																					
May '26														June '26																																					
S	M	T	W	T	F	S								S	M	T	W	T	F	S																															
3	4	5	6	7	8	9								7	8	9	10	11	12	13																															
10	11	12	13	14	15	16								14	15	16	17	18	19	20																															
17	18	19	20	21	22	23								21	22	23	24	25	26	27																															
24	25	26	27	28	29	30								28	29	30																																			
31																																																			

Days in green are work days.

Days in dark green are possible work days - dependent upon need

Days in yellow are paid holidays for **FULL TIME** 10-month employees.

Days in orange represent days that the school campuses do not have students and/or are closed. These are not work days for 10-month employees.

ANY DAY IN GREEN MUST BE WORKED OR, IF FULL TIME, LEAVE MUST BE USED.

10-month - Food Service employees			
Month	work days	Possible work days based on need	paid holidays
Aug	15	1	
Sep	21		1
Oct	21		
Nov	14		2
Dec	15		1
Jan	16		2
Feb	19		1
Mar	16		
Apr	21		
May	19	1	1
	177	2	8
Work days	177		
Possible work days	2		
paid holidays	8		
Paid FT contract day	187 (inc. 2 possible work days)		
Paid PT contract day	177 (inc. 2 possible work days)		