



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

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**Salary Placement Schedules  
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## General Information

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

**Normal Work Week** is defined as beginning on each Sunday and extending through the next Saturday. Non-exempt employees assigned beyond a forty (40) hour work week shall be compensated at time and one half their regular hourly rate of pay.

**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 new 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. Substitute teaching will not be counted towards years of experience.

**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.

The exception is with the Instructional Specialist and Dean of Students position. Instructional teaching and/or coaching experience may be used to calculate years of experience.

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 Haven guidelines.

- 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, non-exempt 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.

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

# *Instructional Personnel and Substitutes*

## *Instructional Personnel*

- Instructional salaries are paid according to the highest level of training and approved experience using Placement Schedule 1.
- Upon hiring, instructional personnel will be placed at the salary level aligning with verified years of experience.
- The daily rate of pay for instructional employees employed under special circumstances in excess of the regular 196 days will be computed by dividing the employees annual base pay from schedule 1 as follows: Annual rate divided by 196 days. The hourly rate would be calculated by dividing the daily rate by 7.5 hours. This calculation does not define employee hours, as all Haven salaried employees are expected to work until their duties are complete.
- Instructional Employees received the following paid holidays:

Monday, September 1, 2025	Thursday, January 1, 2026
Tuesday, November 11, 2025	Monday, January 19, 2026
Thursday, November 27, 2025	Monday, February 16, 2026
Thursday, December 25, 2025	Monday, May 25, 2026
- Full-time employees are entitled to accrue one day per month, from August through May, with a maximum of ten (10) personal days per benefit period. Five (5) personal days will be available to the employee on the first day of each benefit period (although not yet accrued), and the remaining five (5) days will be available on January 1 of that same year.
  - Employees who have accrued, unused personal leave at the end of the school year will carry over a maximum of sixteen (16) hours of personal leave time each year. All unused personal leave in excess of the sixteen (16) hours that is carried over will be paid out at the employee's rate of pay at the end of the contract. However, no employee is permitted to carry over and accrue more than twenty-two (22) personal days at the end of a benefit period.
  - Upon separation of employment, any carried over personal leave time may be paid out to the employee if the employee has been employed by Haven at least five (5) years in a (10) ten-month position.
  - PLEASE NOTE: The ability to roll over personal hours in no way creates an expectation of continued or re-employment with Haven (i.e., does not imply the offering of a new contract of employment). Although an employee has unused personal time at the end of a benefit period, Haven may nevertheless choose not to renew/re-employ that employee for the following year. In such circumstances (unless the employee is entitled to a personal time payout based on over five (5) year of employment with Haven), the employee will simply lose the earned but unused personal time and will not be entitled to any additional compensation.

The value of any unused personal time is calculated at the employee's then existing rate of pay.

- Placement Schedule 1 will be used to calculate the salaries of non-certificated instructional personnel that has earned their Statement of Eligibility or Temporary Teaching Certificate.
- Employees do not receive an automatic step on the placement schedule for pay increases.
- Florida Statute 1012.22 requires school districts to adopt a performance-based salary schedule, where pay raises for instructional personnel are based on evaluations under 1012.34, prioritizing "highly effective" and "effective" ratings. "Highly effective" teachers must receive at least 25% higher increases than others, with no raises for "unsatisfactory" ratings. Instructional personnel who are deemed "highly effective" will receive a full raise based on what is in the approved budget. Instructional personnel who earn an evaluation of "effective" will receive 75% of the full raise. No annual salary adjustment will be awarded for employees with ratings below "effective".
- Part-time employees are not eligible for benefits nor leave.

**Instructional Performance Pay Placement Schedule Salary Schedule 1**  
(revised November 6, 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

<b>Bay Haven Charter Academy, Inc.</b>			
<b>Athletic and Academic Stipends Placement Schedule</b>	EFF. 07/01/2025		
2025-2026			
Flat Rate Annual Stipend			
	Stipend Amount	# of Asst. Coaches	Req'd # of Events
<b>High School</b>			
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

<b>Middle School</b>	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		
<b>Elementary School</b>			
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 \$117.50 per day based on a 7.5-hour day.

Instructional substitutes with a Master's Degree will be paid \$125.00 per day based on a 7.5-hour day.

Substitute employees render temporary non-contractual service on an on-call basis and are not considered to be permanent employees of the Haven organization.

**Long-Term Substitutes:** Long term substitutes will be paid at the Daily Instructional rate for the first 20 consecutive work days. On the 21<sup>st</sup> consecutive work day, the long term substitute will move to the \$188.78 daily rate.

A long-term substitute 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. Please refer to Haven policy 3120.04.

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)

<b>Licensed Personnel</b>	<b>Paygrade</b>
Speech-Language Therapist without Masters	L07
Speech-Language Therapist with Masters	L7M

**Licensed Personnel Placement Schedule**  
(Placement Schedule 5)

<b>Year</b>	<b>L07</b>	<b>L7M</b>
0	59,728	62,228
1	59,728	62,228
2	59,728	62,228
3	59,728	62,228
4	59,728	62,228
5	59,840	62,340
6	59,848	62,348
7	59,944	62,444
8	60,375	62,875
9	61,052	63,552
10	61,709	64,209
11	62,406	64,906
12	63,085	65,585
13	3,784	66,284
14	64,480	66,980
15	65,177	67,677
16	65,896	68,396
17	66,638	69,138
18	67,359	69,859
19	68,098	70,598
20	68,860	71,360
21	69,601	72,101
22	70,361	72,861
23	71,122	73,622
24	71,905	74,405
25	71,916	74,416

\*\*matches Bay District Schools Schedule\*\*

Based on 196 contract days

# *Administrative/Supervisory Personnel*

## Administrative/Supervisory Personnel

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

Friday, July 4 2025	Thursday, December 25, 2025
Monday, September 1, 2025	Wednesday, December 31, 2025
Tuesday, November 11, 2025	Thursday, January 1, 2026
Thursday, November 27, 2025	Monday, January 19, 2026
Friday, November 28, 2025	Monday, February 16, 2026
Wednesday, December 24, 2025	Monday, May 25, 2026
- 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. The advanced degree must in the area that the employee is currently working.
  - **Specialist Degree:** 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.
  - **Doctorate Degree:** equivalent to a Doctorate Degree earned at a standard institution of higher learning.
- Interim or Acting Administrators will be paid at the appropriate paygrade.
- Instructional Specialists and Deans
  - Employed for 250 days, unless otherwise contracted for 196 day per supervisory administrator.
  - Teaching experience will be counted towards years of experience on the paygrade for the position. However, salary will be capped at the highest amount of the lowest grade principal. Once that threshold is met, salary will be static and no raises awarded.
  - If moved into another administrative district-level position, teaching experience will not be considered.
  - Years of experience spent as a Dean will be counted as years of administrative experience for pay purposes on Placement Schedule 2.
- Employees do not receive an automatic step on a placement schedule for any increase. Employees will receive salary increases that are approved by the Haven Board of Directors through approval of the annual budget. Instructional Specialists and Dean of Students increases are dependent on certification and advanced degrees.
- All employees placed on Placement Schedule 2 are employed for 250 days, unless otherwise contracted per supervisory personnel.

- Placement Schedule 2 will be used for all administrative and supervisory personnel.
- A current 12-month administrative/supervisory employee moving to a higher paygrade will be placed at the new paygrade with the appropriate years of experience. Sometimes this will result in a pay decrease if the employee has been in the past position and received numerous raises over that time in the previous position.
- A current 12-month administrative/supervisory employee moving to a lesser paygrade on Placement Schedule 2 will be placed at the new paygrade with the appropriate years of experience.
- Only experience in an administrative position will count towards salary computation on the Administrative/Supervisory Personnel Placement Schedule (Placement Schedule 2). Leadership positions held (as department head, team leader, etc.) while employed as an instructional employee will not count towards experience.

## Classification and Paygrades for Administrative/Supervisory Personnel

(Refer to Placement Schedule 2)

Administrative/Supervisory Personnel	Paygrade
Instructional Specialist	219
Coordinator of Curriculum and Instruction	220
Director of Ancillary Services	222
Chief Information Officer	222
Network Administrator	215
Instructional Network Technician	212
Maintenance Supervisor	216
Coordinator of Operations, Facilities, and Safety	220
Budget and Finance Officer	220
Payroll Manager	217
Employee Benefits Manager and Accounting Assistant	213
Accounting Specialist	212
Transportation Director	218
Head Football Coach/Administrator	220
Athletic Director – Middle School/High School	221
Principal – High School	226
Principal – Middle School	224
Principal – Elementary School	223
Assistant Principal – High School	222
Assistant Principal – Middle School	221
Assistant Principal – Elementary	220
Dean of Students	219

- 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. The advanced degree must be in the area that the employee is currently working.

## Placement Schedule 2

	Hrly Rate	Salary Amount	Hrly Rate	Salary Amount	Hrly Rate	Salary Amount	Hrly Rate	Salary Amount	Hrly Rate	Salary Amount
	0-5	0-5	6-10	6-10	11-15	11-15	16-20	16-20	21-25	21-25
206	17.55	35,100.00	18.30	36,600.00	19.05	38,100.00	19.80	39,600.00	20.55	41,100.00
207	18.43	36,860.00	19.18	38,360.00	19.93	39,860.00	20.68	41,360.00	21.43	42,860.00
208	19.34	38,680.00	20.09	40,180.00	20.84	41,680.00	21.59	43,180.00	22.34	44,680.00
209	20.31	40,620.00	21.06	42,120.00	21.81	43,620.00	22.56	45,120.00	23.31	46,620.00
210	21.32	42,640.00	22.07	44,140.00	22.82	45,640.00	23.57	47,140.00	24.32	48,640.00
211	22.38	44,760.00	23.13	46,260.00	23.88	47,760.00	24.63	49,260.00	25.38	50,760.00
212	23.50	47,000.00	24.25	48,500.00	25.00	50,000.00	25.75	51,500.00	26.50	53,000.00
213	24.67	49,340.00	25.42	50,840.00	26.17	52,340.00	26.92	53,840.00	27.67	55,340.00
214	25.91	51,820.00	26.66	53,320.00	27.41	54,820.00	28.16	56,320.00	28.91	57,820.00
215	27.20	54,400.00	27.95	55,900.00	28.70	57,400.00	29.45	58,900.00	30.20	60,400.00
216	28.56	57,120.00	29.31	58,620.00	30.06	60,120.00	30.81	61,620.00	31.56	63,120.00
217	29.98	59,960.00	30.73	61,460.00	31.48	62,960.00	32.23	64,460.00	32.98	65,960.00
218	31.48	62,960.00	32.23	64,460.00	32.98	65,960.00	33.73	67,460.00	34.48	68,960.00
219	33.05	66,100.00	33.80	67,600.00	34.55	69,100.00	35.30	70,600.00	36.05	72,100.00
220	34.70	69,400.00	35.45	70,900.00	36.20	72,400.00	36.95	73,900.00	37.70	75,400.00
221	36.43	72,860.00	37.18	74,360.00	37.93	75,860.00	38.68	77,360.00	39.43	78,860.00
222	38.25	76,500.00	39.00	78,000.00	39.75	79,500.00	40.50	81,000.00	41.25	82,500.00
223	40.16	80,320.00	40.91	81,820.00	41.66	83,320.00	42.41	84,820.00	43.16	86,320.00
224	42.17	84,340.00	42.92	85,840.00	43.67	87,340.00	44.42	88,840.00	45.17	90,340.00
225	44.27	88,540.00	45.02	90,040.00	45.77	91,540.00	46.52	93,040.00	47.27	94,540.00
226	46.48	92,960.00	47.23	94,460.00	47.98	95,960.00	48.73	97,460.00	49.48	98,960.00
227	48.80	97,600.00	49.55	99,100.00	50.30	100,600.00	51.05	102,100.00	51.80	103,600.00
228	51.24	102,480.00	51.99	103,980.00	52.74	105,480.00	53.49	106,980.00	54.24	108,480.00
229	53.80	107,600.00	54.55	109,100.00	55.30	110,600.00	56.05	112,100.00	56.80	113,600.00
230	56.49	112,980.00	57.24	114,480.00	57.99	115,980.00	58.74	117,480.00	59.49	118,980.00
231	59.31	118,620.00	60.06	120,120.00	60.81	121,620.00	61.56	123,120.00	62.31	124,620.00
10 month dean										
219		51,822.40		52,998.40		54,174.40		55,350.40		56,526.40

# *Educational Support Placement Schedule*

## Educational Support Personnel

- All educational support employees are paid an hourly rate according employee’s paygrade and years’ experience using Placement Schedule 3.
- In determining eligibility for benefits, full-time employees are those who are employed a minimum of six (6) hours daily, five (5) days per week in permanently established positions. A temporary position is an employment position which will not exist beyond six (6) consecutive calendar months. A position which exists for any part of a month is considered to be in existence for the entire month. Substitute employees render temporary non-contractual service on an on-call basis and are not considered to be permanent employees of the Haven organization.
- All full-time educational support personnel employed for less than 52 weeks are entitled to the following holidays:

Monday, September 1, 2025	Thursday, January 1, 2026
Tuesday, November 11, 2025	Monday, January 19, 2026
Thursday, November 27, 2025	Monday, February 16, 2026
Thursday, December 25, 2025	Monday, May 25, 2026

- All full-time educational support personnel employed for 52 weeks (12-month position) are entitled to the following holidays:
 

Friday, July 4 2025	Thursday, December 25, 2025
Monday, September 1, 2025	Wednesday, December 31, 2025
Tuesday, November 11, 2025	Thursday, January 1, 2026
Thursday, November 27, 2025	Monday, January 19, 2026
Friday, November 28, 2025	Monday, February 16, 2026
Wednesday, December 24, 2025	Monday, May 25, 2026
- All personnel on a 12-month basis shall be entitled to leave as outlined in the Employee Handbook.
- Part-time employees are not eligible for benefits nor leave.
- Hours and duties are assigned by the administrator responsible for the employee’s daily routine and payroll.
- As of October 1, 2022, support personnel will be paid a minimum 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.
- Employees do not receive an automatic step on a placement schedule for a pay increase. Employees will receive a raise amount that has been approved by the Haven Board of Directors through approval of the annual budget.
- Voluntary Transfers: Employees transferring to another position defined on the Educational Support Placement Schedule will be placed using applicable years of experience for the new position. If the employee has no applicable years of experience,

the employee will be placed at the new pay grade for the new position at 0 years of experience.

- Temporary help will be paid at the “0” experience level on the lowest level paygrade for the classification for which they are hired.
- Student helpers will be paid the minimum wage and will not be placed on a placement schedule.

## 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
PreK Paraprofessional with 40 hour course	3	103
PreK Paraprofessional with FCCPC	3	104
PreK Paraprofessional with degree	3	105
PreK Teacher with 40 hour course	3	104
PreK Teacher with FCCPC	3	105
PreK Teacher with Director Credentials	3	106
PreK Teacher with Associates Degree	3	107
Bus Driver	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 certification)	3	108
Maintenance III (7-25 years; with certification)	3	111

	Placement Schedule 3										
	<b>101</b>	<b>102</b>	<b>103</b>	<b>104</b>	<b>105</b>	<b>106</b>	<b>107</b>	<b>108</b>	<b>109</b>	<b>110</b>	<b>111</b>
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

2025-2026																												Teacher calendar																											
July '25							August '25							September '25							October '25							Teachers																											
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	Month	work days	paid holidays																									
		1	2	3	4	5						1	2	1	2	3	4	5	6					1	2	3	4	Jul	1																										
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	Aug	21																										
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	Sep	21	1																									
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	Oct	22																										
27	28	29	30	31			24	25	26	27	28	29	30	28	29	30				26	27	28	29	30	31		Nov	14	2																										
							31																			Dec	15	1																											
																										Jan	17	2																											
November '25							December '25							January '26							February '26							Teachers																											
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	Month	work days	paid holidays																									
					1		1	2	3	4	5	6					1	2	3	1	2	3	4	5	6	7	Feb	19	1																										
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	Mar	17																										
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	Apr	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	May	20	1																									
23	24	25	26	27	28	29	28	29	30	31			25	26	27	28	29	30	31									188	8																										
30																										Work days	188																												
																										paid holidays	8																												
March '26							April '26							May '26							June '26							Teachers																											
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	Month	work days	paid holidays																									
1	2	3	4	5	6	7				1	2	3	4						1	2	1	2	3	4	5	6	Jun	19																											
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	Jul	21																										
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	Sep	21																										
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	Oct	21																										
29	30	31					26	27	28	29	30		24	25	26	27	28	29	30	28	29	30					Nov	14																											
													31													Dec	15																												
																										Jan	16																												
																										Feb	19																												
																										Mar	16																												
																										Apr	21																												
																										May	19																												
																											177																												

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.

# 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			
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)
<b>Work days</b>	<b>180</b>	<b>8</b>	
<b>paid holidays</b>	<b>8</b>		
<b>Paid FT contract days</b>	<b>188</b>		
<b>Paid PT contract days</b>	<b>180</b>		

  

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 Food Service worker calendar

10-month - Food Service employees																															
July '25							August '25							September '25							October '25							Month	work days	Possible work days based on need	paid holidays
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	Aug	15	1	
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	Sep	21		1
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	Oct	21		
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	Nov	14		2
27	28	29	30	31	24	25	26	27	28	29	30	28	29	30	26	27	28	29	30	31	Dec	15		1							
							31												Jan	16		2									
November '25							December '25							January '26							February '26							Feb	19		1
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	Mar	16		
					1	1	2	3	4	5	6				1	2	3	1	2	3	4	5	6	7	Apr	21					
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	May	19	1	1
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	Work days	177	2	8
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	Possible work days	2		
23	24	25	26	27	28	29	28	29	30	31	25	26	27	28	29	30	31								paid holidays	8					
30																										Paid FT contract day:	187	(inc. 2 possible work days)			
March '26							April '26							May '26							June '26							Paid PT contract day:	177	(inc. 2 possible work days)	
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.  
  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.**

# 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

## 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	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														

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.)

# *Payroll Dates*

*(FYE 06/30/2026)*

Bay Haven Charter Academy

Payroll Dates

FYE 6/30/26

			12-month hourly	10-month hourly
Beginning Date	Ending Date	Payday	# of days in pay period	
7/5/25	7/21/25	7/31/25	11	0
7/22/25	8/4/25	8/15/25	10	0
8/5/25	8/21/25	8/29/25	13	11
8/25/25	9/4/25	9/15/25	10	10
9/5/25	9/21/25	9/30/25	11	11
9/22/25	10/4/25	10/15/25	10	10
10/5/25	10/21/25	10/31/25	11	10
10/22/25	11/4/25	11/14/25	10	10
11/5/25	11/21/25	11/28/25	13	13
* 11/22/25	12/4/25	12/15/25	8	5
12/5/25	12/21/25	12/31/25	11	11
* 12/22/24	1/4/26	1/15/26	10	2
1/5/26	1/21/26	1/30/26	13	10
1/22/26	2/4/26	2/13/26	10	10
2/5/26	2/21/26	2/27/26	12	12
2/22/26	3/4/26	3/13/26	8	8
* 3/5/26	3/21/26	3/31/26	7	6
* 3/22/26	4/4/26	4/15/26	9	9
4/5/26	4/21/26	4/30/26	12	12
4/22/26	5/4/26	5/15/26	9	9
5/5/26	5/21/26	5/29/26	13	13
5/22/26	6/4/26	6/15/26	10	6
6/5/26	6/21/26	6/30/26	11	0
6/22/26	7/4/26	7/15/26	10	0

\* Due to holiday hours these can vary if you don't use your leave

Pay dates can also vary if it is a weekend or holiday