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## **Bay City Academy Annual Salary Transparency Report**

### **Average Salaries as of 2025-2026**

- **New Teachers** (less than 5 years of certification): **\$52,872.20**
- **Veteran Teachers** (5 or more years of certification): **\$63,174.02**
- **Support Staff** (paraprofessionals, food service workers, bus drivers, and literacy coaches): **\$47,084.42**

**Updated October 22, 2025**