



KETTERING CITY SCHOOL DISTRICT PAYROLL CALENDAR 2026 - 2027

PAY DATE		PAY CODE	PAY PERIOD for 12-month hourly employees, substitutes & exceptions	Payroll Due Date
8/28/26	Fri	1	August 3 - August 16	August 17 Mon
<u>THREE - WEEK GAP - due to payroll creep</u> <u>(see back for explanation)</u>				
9/18/26	Fri	2	August 17 - September 6	September 4 Fri (end of day)**
9/30/26	Wed	3	September 7 - September 20	September 18 Fri (end of day)**
10/16/26	Fri	4	September 21 - October 4	October 5 Mon
10/30/26	Fri	5	October 5 - October 18	October 19 Mon
11/13/26	Fri	6	October 19 - November 1	November 2 Mon
11/25/26	Wed	7	November 2 - November 15	November 13 Fri (end of day)**
12/11/26	Fri	8	November 16 - November 29	November 30 Mon
12/23/26	Wed	9	November 30 - December 13	December 11 Fri (end of day)**
1/8/27	Fri	10	December 14 - December 27	December 28 Mon
1/22/27	Fri	11	December 28 - January 10	<u>Schools Only</u> <u>December 18 Fri (end of day)**</u> January 11 Mon
2/5/27	Fri	12	January 11 - January 24	January 25 Mon
2/19/27	Fri	13	January 25 - February 7	February 8 Mon
3/5/27	Fri	14	February 8 - February 21	February 22 Mon
3/19/27	Fri	15	February 22 - March 7	March 8 Mon
4/2/27	Fri	16	March 8 - March 21	March 22 Mon
4/16/27	Fri	17	March 22 - April 4	<u>Schools Only</u> <u>March 19 Fri (end of day)**</u> April 5 Mon
4/30/27	Fri	18	April 5 - April 18	April 19 Mon
5/14/27	Fri	19	April 19 - May 2	May 3 Mon
5/28/27	Fri	20	May 3 - May 16	May 17 Mon
6/11/27	Fri	21	May 17 - May 30	May 28 Fri (end of day)**
6/25/27	Fri	22	May 31 - June 13	June 14 Mon
7/9/27	Fri	23	June 14 - June 27	June 28 Mon
7/23/27	Fri	24	June 28 - July 11	July 12 Mon
8/6/27	Fri	25	July 12 - July 25	July 26 Mon
8/20/27	Fri	26	July 26 - August 8	August 9 Mon

****PAYROLL REQUISITIONS MUST BE RECEIVED IN THE PAYROLL OFFICE ON OR BEFORE DUE DATES.**



Kettering City School District Three-Week Payroll Gap

Approximately every six years, our school district must reset its payment schedule. This happens because of something called "**payroll creep**."

Why does this happen?

- **The Math Problem:** Employees are paid every 14 days, which adds up to 26 paychecks a year.
- **The Leftover Days:** If you multiply 14 days by 26 paychecks, you get **364 days**. However, a normal year has **365 days**.
- **The "Creep":** That one leftover day (or two days during a Leap Year) starts to pile up every year.

Eventually, those leftover days add up to a full two weeks. When that happens, the calendar accidentally creates a **27th payday** instead of the usual 26. The district must adjust the schedule to fix those extra days.

Pay Date	Status	Notes
Aug. 14, 2026	Regular Pay	
Aug. 28, 2026	Cycle End	Last pay of the current bi-weekly sequence
Sept. 4, 2026	Bridge Pay	One-week pay (12-MONTH HOURLY EMPLOYEES ONLY, see below explanation)
Sept. 18, 2026	New Cycle	First pay of the new bi-weekly sequence (Three-week gap due to payroll creep)
Sept. 30, 2026	Regular Pay	Wednesday pay date, due to requirement of a minimum of two pays per month.
Oct. 16, 2026	Regular Pay	

Who receives one-week of pay on September 4, 2026? 12-Month Hourly Employees ONLY:

Mechanics, Clerical, Buildings & Grounds, and Hourly Computer Tech staff members. Only the daily contract hours are paid, no overtime, etc. Exceptions to regular contract hours will be paid on the September 18, 2026 payroll.

Who will have a three-week gap between paydays? Superintendent, Treasurer, Central Office, Principals, Teachers, 10-month Clerical, Food Service, Paraprofessionals, Aides, Transportation, Substitutes, Coaches and Supplemental contracts.

Bottom line – No staff member will lose any pay because of the gap. All staff will still have 26 full paydays for the 2025-2026 (school year) pay sequence and for the 2026-2027 (school year) pay sequence.