Purpose: To establish the basic structure for compensating district staff.

Professional staff

The board will attempt to pay its professional employees at a level that will attract and retain personnel who exhibit a strong commitment to education and who have the skills necessary to effectively implement the educational program.

The compensation of certificated personnel is based on the state salary schedule with local supplements as approved by the board. The schedule takes into consideration the levels of professional training and years of service in the district. The district may negotiate salaries below the salary schedule for non-TERI retired teachers employees retired from SC Public Employee Benefit Authority.

Upon recommendation of the superintendent, the board awards contracts to professional personnel as required by state law.

Upon recommendation of the superintendent, the board will notify teachers in writing of their employment status on or before the date the district extends offers of teaching employment for the following school year. Personnel must give written acceptance of their contracts to the superintendent. Failure to give such notification constitutes contract rejection.

Classified Support staff

The board will set the salary schedule of all classified support staff employees on salary schedules or hourly rates set by the board on the recommendation of the superintendent. The superintendent will determine compensation according to the responsibility of the position, the services rendered, evaluation of performance, years of service, the provisions of the district's operational budget and any applicable state and federal laws. The district may negotiate salaries below the salary schedule for employees retired from SC Public Employment Benefit Authority.

The effective date for all salary changes as determined by the salary schedule or by action of the board is July 1 (Option: anniversary date of employment).

Adopted prior to 1972; Revised 11/12/02. ^
Legal references:

A. A. Federal Law:

B. S. C. Code, 1976, as amended:

B. 1.

C. S. C. Code, 1976, as amended:
   2. Section 59-19-80 - Board must approve offers of employment.
   4. Section 59-25-57 - Salaries negotiable below schedule for non-TERI retired teachers.
   5. Section 59-25-710 - Salary complaints.
   6. Section 59-25-410 - Teacher must be notified of employment decision in writing.
   7. Section 59-25-420 - Teacher required to notify board of acceptance of contract.
   8. Section 59-67-470 - School bus drivers to be employed by the board of trustees.
   9. Section 59-67-480 - Salaries of school bus drivers to be fixed annually by General Assembly.

C. State Board of Education Regulations:
   1. R43-205.1 - Assisting, Developing, and Evaluating Professional Teaching (ADEPT).

   Section 59-20-50 - Minimum salary schedule.
   Section 59-25-710 - Salary complaints.
   Section 59-67-470 - School bus drivers to be employed by the board of trustees.
   Section 59-67-480 - Salaries of school bus drivers to be fixed annually by General Assembly.