

BEAUFORT COUNTY SCHOOL DISTRICT  
SALARY AND STIPEND SCHEDULES  
2014 - 2015 SCHOOL YEAR



Alice Walton  
Chief Administrative and Human Resources  
Services Officer

Effective: July 1, 2014  
(Revised: October 1, 2014)

BEAUFORT COUNTY SCHOOL DISTRICT  
SALARY and STIPEND SCHEDULES  
2014-2015 SCHOOL YEAR

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BEAUFORT COUNTY SCHOOL DISTRICT  
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**BEGINNING AND ENDING WORK DATES  
FY 2014 - 2015**

180 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/18/2014	06/05/2015
Applied Behavior Therapist		
Behavior Interventionist		
Behavioral Specialist		
Bus Drivers		
Cafeteria Operator		
Educational Interpreters		
Hall Monitor		
Hall Monitor II		
School Liaison		

182 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/14/2014	06/05/2015
Food Service Managers		

182 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/15/2014	06/05/2015
Computer Lab Assistants		
Computer Technology Assistants		
Job Coach		
K1 Assistants		
Kindergarten Assistants		
Media Assistants		
Montessori Assistants		
Pre-Kindergarten Assistants		
Special Education Assistants		
Teacher Assistants		

**Notes: Will work 02/16/2015 for Staff Development.**

190 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/11/2014	06/08/2015
Admin Assistants		
Admin Assistants - Guidance		
Admin Support		
Admin Support - Attendance		
Admin Support - Bilingual		
Admin Support - Clerk		
Admin Support - Receptionist		
Behavior Interventionist		
Behavior Management Specialist		
Bilingual - Receptionist		

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Bilingual Liaison
Chinese Immersion Instructor
Computer Lab Assistants
Credit Recovery Facilitator
Guidance Counselors (Elementary Schools)
Intern Psychologist
Kindergarten Assistants
Media Assistants
Military Academy Instructor
Nurses
Occupational Therapist
Parent Liaison
Pre-Kindergarten Assistants
Psychologist
Special Education Assistants
Speech Therapist
Teacher Assistants
Teachers

<b>195 DAYS OF EMPLOYMENT</b>	<b>BEGINNING DATE</b>	<b>ENDING DATE</b>
	08/04/2014	06/08/2015
Educational Technology Coaches		
Literacy Coaches		
Media Specialist		
Numeracy Coaches		

<b>200 DAYS OF EMPLOYMENT</b>	<b>BEGINNING DATE</b>	<b>ENDING DATE</b>
	08/04/2014	06/15/2015
Admin Assistants		
Social Workers		

<b>205 DAYS OF EMPLOYMENT</b>	<b>BEGINNING DATE</b>	<b>ENDING DATE</b>
	07/28/2014	06/15/2015
Admin Assistants		
Graduation Coaches		
Guidance Counselors (Middle & High Schools)		

**Notes: 07/28/2014 - 08/01/2014: Summer Schedule 4, 10 hour days.**

<b>210 DAYS OF EMPLOYMENT</b>	<b>BEGINNING DATE</b>	<b>ENDING DATE</b>
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	07/28/2014	06/22/2015
Assistant Principals (Elementary & Middle Schools)		
Guidance Chairs (High Schools)		
Parent Liaison		

**Notes: 07/28/2014 - 08/01/2014: Summer Schedule 4, 10 hour days.**

220 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	07/21/2014	06/29/2015
Admin Assistants - Guidance		
Assistant Principals (High Schools)		
Athletic Directors		
Autism Manager		
Dean of Students (High Schools)		
Migrant Education Recruiter		
Parent Outreach Specialist		
Web Content Manager		

**Notes: 07/21/2014 - 07/25/2014: Summer Schedule 4, 10 hour days.**  
**07/28/2014 - 08/01/2014: Summer Schedule 4, 10 hour days.**

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**ADMINISTRATIVE STAFF SALARY CLASSIFICATIONS**

Salary Classifications	Days	Minimum	Midpoint	Maximum
<b>Chief Officer</b>	260	\$97,209	\$118,812	\$140,414
Chief Administrative and Human Resources Services Officer				
Chief Instructional Services Officer				
Chief Operational Services Officer				
Chief Student Services Officer				
<b>High School Principal</b>	260	\$91,809	\$102,610	\$113,412
Battery Creek High School				
Beaufort High School				
Bluffton High School				
Hilton Head Island High School				
Whale Branch Early College High School				
<b>Officer</b>	260	\$83,034	\$106,324	\$129,612
Academic Improvement Officer				
Facilities, Planning and Construction Officer				
Finance Officer				
School Attorney				
Technology Services Officer				
<b>Middle School Principal</b>	260	\$81,008	\$91,809	\$102,611
Beaufort Middle School				
Bluffton Middle School				

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Hilton Head Island Middle School  
 Lady's Island Middle School  
 McCracken Middle School  
 Robert Smalls International Academy  
 Whale Branch Middle School

<b>Elementary School Principal</b>	<b>260</b>	<b>\$78,847</b>	<b>\$88,568</b>	<b>\$98,289</b>
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Beaufort Elementary  
 Bluffton Elementary / Bluffton Early Childhood Center  
 Broad River Elementary  
 Coosa Elementary  
 Hilton Head Island Early Childhood Center  
 Hilton Head Island Elementary  
 Hilton Head Island School for the Creative Arts / Daufuskie Island Elem.  
 Lady's Island Elementary  
 M. C. Riley Elementary / M. C. Riley Early Childhood Center  
 Mossy Oaks Elementary  
 Okatie Elementary  
 Port Royal Elementary  
 Pritchardville Elementary  
 Red Cedar Elementary  
 Shanklin Elementary  
 St. Helena Elementary / St. Helena Early Learning Center  
 Whale Branch Elementary / Davis Early Childhood Center

BEAUFORT COUNTY SCHOOL DISTRICT  
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**Director II** 260 \$76,997 \$89,829 \$102,661

- Director II of Academic Assistance - Elementary
- Director II of Academic Assistance - Secondary
- Director II of Accountability
- Director II of Career and Technical Education
- Director II of Communications
- Director II of Personnel
- Director II of Special Education
- Director II of Teaching and Learning

**Director I** 260 \$74,171 \$86,533 \$98,894

- Director of Academic Initiatives
- Director of Adult Education
- Director of Alternative Programs
- Director of Classified Staff/ System Information
- Director of Educational Technology
- Director of Finance
- Director of Grants Management
- Director of Internal Controls
- Director of Network Operations
- Director of Projects
- Project Management of Construction



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<b>High School Assistant Principal</b>	<b>220</b>	<b>\$68,046</b>	<b>\$77,227</b>	<b>\$86,408</b>
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Athletic Directors (BCHS, BHS, BLHS, HHHS, WBECHS)  
Battery Creek High School  
Beaufort High School  
Bluffton High School  
Dean of Students (BHS)  
Hilton Head Island High School  
Whale Branch Early College High School

<b>Middle School Assistant Principal</b>	<b>210</b>	<b>\$63,186</b>	<b>\$72,097</b>	<b>\$81,008</b>
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Beaufort Middle School  
Bluffton Middle School  
Hilton Head Island Middle School  
Lady's Island Middle School  
McCracken Middle School  
Robert Smalls International Academy  
Whale Branch Middle School

<b>Elementary School Assistant Principal</b>	<b>210</b>	<b>\$60,486</b>	<b>\$68,587</b>	<b>\$76,688</b>
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Beaufort Elementary  
Bluffton Elementary / Bluffton Early Childhood Center  
Broad River Elementary  
Coosa Elementary  
Davis Early Childhood Center  
Hilton Head Island Early Childhood Center

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Hilton Head Island Elementary  
 Hilton Head Island School for the Creative Arts  
 Lady's Island Elementary  
 M. C. Riley Elementary / M. C. Riley Early Childhood Center  
 Mossy Oaks Elementary  
 Okatie Elementary  
 Port Royal Elementary  
 Pritchardville Elementary  
 Red Cedar Elementary  
 Shanklin Elementary  
 St. Helena Elementary / St. Helena Early Learning Center  
 Whale Branch Elementary

<b>Supervisor / Specialist</b>	<b>260</b>	<b>\$59,407</b>	<b>\$70,208</b>	<b>\$81,008</b>
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ADEPT Specialist  
 Project Management Specialist  
 Systems Engineer  
 Systems Support Area Supervisor

<b>Coordinator 240</b>	<b>240</b>	<b>\$54,005</b>	<b>\$62,106</b>	<b>\$70,208</b>
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Coordinator of Assessment  
 Coordinator of Education Technology  
 Coordinator of English/Language Arts Curriculum  
 Coordinator of Gifted and Talented  
 Coordinator of I-Learning

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Coordinator of Math Curriculum  
 Coordinator of School Nurses  
 Coordinator of Social Studies / Fine Arts Curriculum  
 Coordinator of Special Education  
 Coordinator of STEM Curriculum  
 Coordinator of World Languages / ESOL

<b>Coordinator 260</b>	<b>260</b>	<b>\$58,505</b>	<b>\$67,282</b>	<b>\$76,058</b>
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Coordinator of Career and Technical Education  
 Coordinator of Community Services  
 Coordinator of Early Childhood  
 Coordinator of Energy Management  
 Coordinator of Planning  
 Coordinator of Recruiting and Retention  
 Coordinator of Risk Management  
 Data Coordinator  
 Data Support Coordinator  
 Protective Services Officer  
 Systems Support Specialist II

<b>Manager</b>	<b>220</b>	<b>\$43,204</b>	<b>\$54,006</b>	<b>\$64,807</b>
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Autism Manager  
 Web Content Manager

BEAUFORT COUNTY SCHOOL DISTRICT  
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**DISTRICT LEVEL  
ADMINISTRATIVE STAFF SALARY SCHEDULES  
2014-2015 SCHOOL YEAR**

<b>STEP</b>	<b>CHIEF OFFICER</b>	<b>OFFICER</b>	<b>DIRECTOR II</b>	<b>DIRECTOR I</b>	<b>SUPERV/ SPECIAL</b>	<b>COORD 260 DAYS</b>	<b>COORD 240 DAYS</b>	<b>MANAGER</b>
0	97,209.00	83,034.00	76,997.00	74,171.00	59,407.00	58,505.00	54,005.00	43,204.00
1	99,173.00	85,152.00	78,164.00	75,295.00	60,389.00	59,303.00	54,741.00	44,186.00
2	101,137.00	87,268.00	79,331.00	76,419.00	61,370.00	60,899.00	55,478.00	45,168.00
3	103,101.00	89,386.00	80,496.00	77,542.00	62,353.00	61,121.00	56,214.00	46,150.00
4	105,064.00	91,503.00	81,663.00	78,666.00	63,335.00	61,697.00	56,951.00	47,132.00
5	107,029.00	93,620.00	82,830.00	79,791.00	64,316.00	62,494.00	57,687.00	48,113.00
6	108,992.00	95,737.00	83,997.00	80,915.00	65,298.00	63,292.00	58,424.00	49,096.00
7	110,957.00	97,855.00	85,163.00	82,038.00	66,280.00	64,091.00	59,160.00	50,078.00
8	112,920.00	99,971.00	86,329.00	83,161.00	67,262.00	64,888.00	59,896.00	51,059.00
9	114,884.00	102,089.00	87,497.00	84,286.00	68,244.00	65,686.00	60,633.00	52,041.00
10	116,848.00	104,206.00	88,662.00	85,409.00	69,225.00	66,484.00	61,369.00	53,024.00
11	118,812.00	106,324.00	89,829.00	86,533.00	70,208.00	67,282.00	62,106.00	54,006.00
12	120,775.00	108,440.00	90,996.00	87,657.00	71,190.00	68,080.00	62,843.00	54,987.00
13	122,740.00	110,558.00	92,163.00	88,781.00	72,171.00	68,878.00	63,580.00	55,969.00
14	124,703.00	112,675.00	93,329.00	89,904.00	73,153.00	69,675.00	64,316.00	56,952.00
15	126,667.00	114,792.00	94,495.00	91,028.00	74,136.00	70,473.00	65,053.00	57,933.00
16	128,631.00	116,909.00	95,663.00	92,152.00	75,117.00	71,271.00	65,789.00	58,915.00
17	130,595.00	119,027.00	96,829.00	93,276.00	76,099.00	72,069.00	66,525.00	59,897.00
18	132,559.00	121,143.00	97,995.00	94,399.00	77,080.00	72,867.00	67,262.00	60,879.00
19	134,523.00	123,261.00	99,161.00	95,523.00	78,063.00	73,664.00	67,998.00	61,861.00
20	136,486.00	125,378.00	100,329.00	96,647.00	79,045.00	74,462.00	68,735.00	62,843.00
21	138,451.00	127,495.00	101,495.00	97,770.00	80,026.00	75,261.00	69,471.00	63,824.00
22+	140,414.00	129,612.00	102,661.00	98,894.00	81,008.00	76,058.00	70,208.00	64,807.00

BEAUFORT COUNTY SCHOOL DISTRICT  
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**SCHOOL LEVEL  
ADMINISTRATIVE STAFF SALARY SCHEDULES  
2014-2015 SCHOOL YEAR**

<b>STEP</b>	<b>HIGH SCHOOL PRINCIPAL</b>	<b>MIDDLE SCHOOL PRINCIPAL</b>	<b>ELEMENTARY SCHOOL PRINCIPAL</b>	<b>HIGH SCHOOL ASST PRIN</b>	<b>MIDDLE SCHOOL ASST PRIN</b>	<b>ELEMENTARY SCHOOL ASST PRIN</b>
0	91,809.00	81,008.00	78,847.00	68,046.00	63,186.00	60,486.00
1	92,791.00	81,991.00	79,730.00	68,881.00	63,996.00	61,222.00
2	93,773.00	82,972.00	80,615.00	69,716.00	64,806.00	61,959.00
3	94,755.00	83,954.00	81,498.00	70,550.00	65,617.00	62,695.00
4	95,737.00	84,936.00	82,382.00	71,385.00	66,426.00	63,432.00
5	96,718.00	85,918.00	83,266.00	72,219.00	67,236.00	64,168.00
6	97,701.00	86,900.00	84,149.00	73,054.00	68,046.00	64,905.00
7	98,683.00	87,882.00	85,033.00	73,889.00	68,857.00	65,641.00
8	99,664.00	88,863.00	85,917.00	74,723.00	69,667.00	66,378.00
9	100,646.00	89,846.00	86,801.00	75,558.00	70,477.00	67,114.00
10	101,629.00	90,828.00	87,684.00	76,393.00	71,287.00	67,850.00
11	102,610.00	91,809.00	88,568.00	77,227.00	72,097.00	68,587.00
12	103,592.00	92,791.00	89,452.00	78,062.00	72,908.00	69,323.00
13	104,574.00	93,774.00	90,335.00	78,897.00	73,717.00	70,060.00
14	105,557.00	94,756.00	91,220.00	79,731.00	74,527.00	70,796.00
15	106,538.00	95,737.00	92,103.00	80,566.00	75,337.00	71,533.00
16	107,520.00	96,719.00	92,987.00	81,400.00	76,148.00	72,269.00
17	108,503.00	97,702.00	93,871.00	82,235.00	76,958.00	73,005.00
18	109,484.00	98,683.00	94,754.00	83,070.00	77,768.00	73,742.00
19	110,466.00	99,665.00	95,638.00	83,904.00	78,578.00	74,478.00
20	111,448.00	100,647.00	96,522.00	84,739.00	79,389.00	75,215.00
21	112,430.00	101,629.00	97,406.00	85,574.00	80,199.00	75,951.00
22+	113,412.00	102,611.00	98,289.00	86,408.00	81,008.00	76,688.00

BEAUFORT COUNTY SCHOOL DISTRICT  
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2014-2015 SCHOOL YEAR

BEAUFORT COUNTY SCHOOL DISTRICT  
ADMINISTRATIVE STAFF SALARY COMPUTATION WORKSHEET

Date: \_\_\_\_\_

Name: \_\_\_\_\_

Location: \_\_\_\_\_

Administrative Classification: \_\_\_\_\_

Days Per Year: \_\_\_\_\_

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**EXPERIENCE CALCULATION SECTION**

(Experience is determined by the Administrative Experience Calculation Matrix)

Number of years "SAME" job experience: \_\_\_\_\_ = \_\_\_\_\_  
(1 point per year) (Years Exp) (Points)

Number of years "SIMILAR" job experience: \_\_\_\_\_  $\cdot \frac{2}{1}$  = \_\_\_\_\_  
(1/2 point per year) (Years Exp) (Points)

Education: BA=1pt / MA=2pts / MA+30 or Ed. Spec=3pts / PhD=4 pts \_\_\_\_\_  
(Points)

National Board Certification = 1pt \_\_\_\_\_  
(Points)

**TOTAL POINTS:** \_\_\_\_\_

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**SALARY CALCULATION SECTION**

Minimum Salary Amount For Classification: \$ \_\_\_\_\_

Total Points: X 1. \_\_\_\_\_

Move  
Decimal  
left 2  
places

Calculated Salary: \$ \_\_\_\_\_

Note: The calculated salary will be used to determine the employee's salary step. The employee will be placed on the step "closest" to the calculated salary amount.

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**APPROVAL SECTION**

Approved Step: \_\_\_\_\_ Approved Salary Amount: \_\_\_\_\_

\_\_\_\_\_  
Human Resources Services Officer

\_\_\_\_\_  
Employee's Signature

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By signing, I acknowledge that the information on the experience worksheet and salary calculation worksheet is correct. In addition, the salary calculation process was explained to me in detail and I was provided with a copy of all forms.

BEAUFORT COUNTY SCHOOL DISTRICT  
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**ADMINISTRATIVE STAFF EXPERIENCE  
CALCULATION MATRIX**

<b>CLASSIFICATION</b>	<b>"SAME" JOB EXPERIENCE</b>	<b>"SIMILAR" JOB EXPERIENCE</b>
Chief Officer	Superintendent Assistant Superintendent Chief Officer Executive Director Officer Principal	Assistant Principal Teacher - K12 and at the College/University level Director Supervisor Specialist Coordinator Manager Assistant Principal
Officer	Superintendent Assistant Superintendent Chief Officer Executive Director Officer Director Principal	Assistant Principal Teacher - K12 and at the College/University level Supervisor Specialist Coordinator Manager
Director I & II	Superintendent Assistant Superintendent Chief Officer Executive Director Officer Director Principal	Teacher - K12 and at the College/University level Supervisor Specialist Coordinator Manager Assistant Principal
Supervisor / Specialist	Superintendent Assistant Superintendent Chief Officer Executive Director Officer Director Supervisor Specialist Principal Assistant Principal	Teacher - K12 and at the College/University level Coordinator Manager
Coordinator	Superintendent Assistant Superintendent Chief Officer Executive Director Officer Director Supervisor Specialist	Teacher - K12 and at the College/University level Manager

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	Coordinator Principal Assistant Principal	
Manager	Superintendent Assistant Superintendent Chief Officer Executive Director Officer Director Supervisor Specialist Coordinator Manager Principal Assistant Principal	Teacher - K12 and at the College/University level
Principal	Superintendent Assistant Superintendent Chief Officer Executive Director Officer Director Principal	Assistant Principal Manager Coordinator Supervisor Specialist Teacher - K12 and at the College/University level
Assistant Principal	Superintendent Assistant Superintendent Chief Officer Executive Director Officer Director Supervisor Specialist Coordinator Manager Principal Assistant Principal	Teacher - K12 and at the College/University level.



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**CERTIFIED STAFF SALARY SCHEDULES  
2014-2015 SCHOOL YEAR**

<b>YRS EXP</b>	<b>BA</b>	<b>BA+18</b>	<b>MA</b>	<b>MA+30</b>	<b>PH.D</b>
<b>0</b>	34,467	36,017	39,464	42,911	46,358
<b>1</b>	34,467	36,017	39,464	42,911	46,358
<b>2</b>	35,225	36,950	40,497	43,946	47,736
<b>3</b>	36,190	37,913	41,532	44,979	49,116
<b>4</b>	37,120	38,844	42,567	46,012	50,493
<b>5</b>	38,086	39,810	43,601	47,048	51,872
<b>6</b>	39,017	40,740	44,635	48,081	53,252
<b>7</b>	39,982	41,705	45,668	49,116	54,629
<b>8</b>	40,912	42,635	46,702	50,149	56,009
<b>9</b>	41,878	43,601	47,736	51,184	57,387
<b>10</b>	42,807	44,531	48,770	52,218	58,765
<b>11</b>	43,773	45,496	49,804	53,252	60,144
<b>12</b>	44,704	46,426	50,838	54,284	61,522
<b>13</b>	45,668	47,392	51,872	55,319	62,902
<b>14</b>	46,599	48,323	52,906	56,352	64,279
<b>15</b>	47,565	49,288	53,941	57,387	65,658
<b>16</b>	48,494	50,219	54,975	58,422	67,038
<b>17</b>	49,459	51,184	56,009	59,455	68,417
<b>18</b>	50,391	52,114	57,042	60,488	69,796
<b>19</b>	51,288	53,012	58,009	61,486	71,110
<b>20</b>	52,193	53,918	58,998	62,502	72,451
<b>21</b>	53,123	54,848	60,009	63,536	73,813
<b>22</b>	53,653	55,395	60,605	64,170	74,553
<b>23</b>	54,191	55,950	61,214	64,811	75,300
<b>24+</b>	54,732	56,510	61,826	65,460	76,054

BEAUFORT COUNTY SCHOOL DISTRICT  
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**CLASSIFIED PERSONNEL SALARY SCHEDULES  
(HOURLY RATES)  
2014-2015 SCHOOL YEAR**

	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5	LEVEL 6	LEVEL 7	LEVEL 8	LEVEL 9	LEVEL 10	LEVEL 11	LEVEL 12	LEVEL 13	LEVEL 14
<b>STEPS</b>														
0	\$9.9910	\$10.6193	\$11.2900	\$11.9933	\$12.7640	\$13.5558	\$14.4215	\$15.3294	\$16.2796	\$17.3143	\$18.4017	\$19.5630	\$18.6945	\$17.5203
1	\$10.1652	\$10.8088	\$11.5000	\$12.2158	\$12.9902	\$13.8082	\$14.6698	\$15.5969	\$16.5785	\$17.6256	\$18.7381	\$19.9160	\$19.0653	\$17.8499
2	\$10.3506	\$11.0004	\$11.6923	\$12.4339	\$13.2083	\$14.0482	\$14.9350	\$15.8696	\$16.8730	\$17.9310	\$19.0653	\$20.2651	\$19.4464	\$18.2001
3	\$10.5252	\$11.1905	\$11.8995	\$12.6413	\$13.4374	\$14.2861	\$15.1925	\$16.1422	\$17.1675	\$18.2516	\$19.3925	\$20.6103	\$19.8378	\$18.5709
4	\$10.7106	\$11.3760	\$12.0958	\$12.8544	\$13.6681	\$14.5281	\$15.4442	\$16.4149	\$17.4511	\$18.5503	\$19.7197	\$20.9631	\$20.2292	\$18.9417
5	\$10.8851	\$11.5723	\$12.3030	\$13.0810	\$13.8947	\$14.7789	\$15.7075	\$16.6985	\$17.7456	\$18.8690	\$20.0469	\$21.3121	\$20.6515	\$19.3125
6	\$11.0622	\$11.7626	\$12.5042	\$13.2870	\$14.1245	\$15.0189	\$15.9650	\$16.9712	\$18.0401	\$19.1744	\$20.3850	\$21.6609	\$21.0635	\$19.7039
7	\$11.2476	\$11.9540	\$12.7102	\$13.5052	\$14.3582	\$15.2543	\$16.2225	\$17.2438	\$18.3346	\$19.4773	\$20.7123	\$22.0214	\$21.4755	\$20.0953
8	\$11.4195	\$12.1437	\$12.9059	\$13.7210	\$14.5848	\$15.4988	\$16.4804	\$17.5203	\$18.6181	\$19.7966	\$21.0395	\$22.3716	\$21.9081	\$20.5073
9	\$11.6049	\$12.3394	\$13.1119	\$13.9391	\$14.8114	\$15.7500	\$16.7375	\$17.7900	\$18.9126	\$20.1056	\$21.3667	\$22.7218	\$22.3510	\$20.9193
10	\$11.7832	\$12.5212	\$13.3076	\$14.1471	\$15.0400	\$15.9896	\$16.9950	\$18.0619	\$19.2095	\$20.4146	\$21.7048	\$23.0720	\$22.7939	\$21.3313
11	\$11.9540	\$12.7066	\$13.5137	\$14.3723	\$15.2839	\$16.2393	\$17.2525	\$18.3500	\$19.4907	\$20.7236	\$22.0320	\$23.4222	\$23.2471	\$21.7536
12	\$12.1394	\$12.9059	\$13.7100	\$14.5848	\$15.5015	\$16.4694	\$17.5165	\$18.6227	\$19.7852	\$21.0326	\$22.3592	\$23.7621	\$23.7106	\$22.1965
13	\$12.3140	\$13.1016	\$13.9391	\$14.8334	\$15.7824	\$16.8000	\$17.8705	\$19.0141	\$20.2292	\$21.5303	\$22.9072	\$24.3698	\$24.1844	\$22.6394
14	\$12.6303	\$13.4374	\$14.2881	\$15.2042	\$16.1813	\$17.2216	\$18.3236	\$19.4876	\$20.7339	\$22.0647	\$23.4827	\$24.9775	\$24.6685	\$23.0926
15	\$12.9466	\$13.7755	\$14.6480	\$15.5860	\$16.5933	\$17.6474	\$18.7769	\$19.9815	\$21.2576	\$22.6188	\$24.0711	\$25.6095	\$25.1629	\$23.5458
16	\$13.2628	\$14.1136	\$15.0174	\$15.9787	\$17.0053	\$18.0971	\$19.2507	\$20.4867	\$21.7948	\$23.1881	\$24.6715	\$26.2547	\$25.6676	\$24.0299
17	\$13.6010	\$14.4735	\$15.3985	\$16.3873	\$17.4276	\$18.5400	\$19.7306	\$20.9914	\$22.3374	\$23.7662	\$25.2932	\$26.9074	\$26.1723	\$24.5037
18	\$13.9390	\$14.8320	\$15.7823	\$16.7993	\$17.8655	\$19.0108	\$20.2323	\$21.5167	\$22.9072	\$24.3661	\$25.9258	\$27.5834	\$26.6976	\$24.9981
19	\$14.2881	\$15.2043	\$16.1750	\$17.2111	\$18.3127	\$19.4876	\$20.7341	\$22.0647	\$23.4717	\$24.9769	\$26.5802	\$28.2817	\$27.2332	\$25.4925
20	\$14.6480	\$15.5860	\$16.5894	\$17.6515	\$18.7666	\$19.9815	\$21.2643	\$22.6188	\$24.0607	\$25.6095	\$27.2455	\$28.9906	\$27.7894	\$25.9972
21	\$15.0189	\$15.9787	\$17.0039	\$18.0971	\$19.2507	\$20.4867	\$21.7920	\$23.1881	\$24.6715	\$26.2421	\$27.9233	\$29.7155	\$28.3353	\$26.5225
22	\$15.3897	\$16.3822	\$17.4276	\$18.5418	\$19.7306	\$20.9958	\$22.3374	\$23.7662	\$25.2823	\$26.9074	\$28.6307	\$30.4631	\$28.9018	\$27.0478
23	\$15.7823	\$16.7858	\$17.8655	\$19.0108	\$20.2189	\$21.5194	\$22.8936	\$24.3661	\$25.9258	\$27.5834	\$29.3506	\$31.2266	\$29.4889	\$27.5937
24	\$16.1710	\$17.2113	\$18.3127	\$19.4907	\$20.7341	\$21.4221	\$23.4717	\$24.9769	\$26.5693	\$28.2708	\$30.0813	\$32.0119	\$30.0657	\$28.1499
25	\$16.5786	\$17.6475	\$18.7666	\$19.9717	\$21.2576	\$22.6101	\$24.0607	\$25.5986	\$27.2346	\$28.9797	\$30.8339	\$32.8081	\$30.6734	\$28.7061
26													\$31.2914	\$29.2829
27													\$31.9197	\$29.8700
28													\$32.5583	\$30.4571
29													\$33.2072	\$31.0751
30													\$33.8664	\$31.6931

BEAUFORT COUNTY SCHOOL DISTRICT  
SALARY and STIPEND SCHEDULES  
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**CLASSIFIED STAFF SALARY LEVEL SCHEDULES  
2014-2015 SCHOOL YEAR**

<b>Level 1</b>	<b>\$9.99 - \$16.58</b>	
	<b>Hours/Day</b>	<b>Days/Year</b>
Bus Driver	6	180
Food Service Operator	6	180
<b>Level 2</b>	<b>\$10.62 - \$17.65</b>	
	<b>Hours/Day</b>	<b>Days/Year</b>
Custodian	8	260
Admin Support	8	190; 260
Admin Support/Attendance	8	190; 260
Admin Support/Bilingual Receptionist	8	190; 260
Admin Support/Clerk	8	190; 260
Admin Support/Receptionist	8	190; 260
<b>Level 3</b>	<b>\$11.29 - \$18.77</b>	
	<b>Hours/Day</b>	<b>Days/Year</b>
Admin Support/Guidance	8	190; 260
Head Custodian	8	260
Kinder Assistant	7.5	182; 190
Pre-K Assistant	7.5	182; 190
Teacher Assistant	7.5	182; 190
<b>Level 4</b>	<b>\$11.99 - \$19.97</b>	
	<b>Hours/Day</b>	<b>Days/Year</b>
Applied Behavior Therapist	7.5	180
Computer Lab Assistant	7.5	182; 190
Food Service Manager	8	182
Media Assistant	7.5	182; 190
Special Education Assistant	7.5	182; 190
<b>Level 5</b>	<b>\$12.46 - \$21.26</b>	
	<b>Hours/Day</b>	<b>Days/Year</b>
Accounts Payable Assistant	8	260
Administrative Assistant	8	190; 260
Bookkeeper	8	260
Courier	8	260
Data Specialist	8	260
Parent Educator	8	260
<b>Level 6</b>	<b>\$13.56 - \$22.61</b>	
	<b>Hours/Day</b>	<b>Days/Year</b>
Applied Behavior Specialist	7.5	180

BEAUFORT COUNTY SCHOOL DISTRICT  
SALARY and STIPEND SCHEDULES  
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Bookkeeper	8	260
Carpenter	8	260
Behavior Interventionist ES/MS	7.5	180
Painter	8	260
Payroll Assistant I	8	260
Personnel Specialist I	8	260
General Maintenance	8	260
<b>Level 7</b>	<b>\$14.42 - \$24.06</b>	
	<b>Hours/Day</b>	<b>Days/Year</b>
Behavior Interventionist/HS	7.5	180
Behavior Interventionist/SPED	7.5	180
Bilingual Liaison	8	190
Credit Recovery Facilitator	8	190
Office Manager ES & MS	8	260
Parent Liaison	8	190
Payroll Assistant II	8	260
Personnel Specialist II	8	260
Theater Technician	8	260
<b>Level 8</b>	<b>\$15.33 - \$25.60</b>	
	<b>Hours/Day</b>	<b>Days/Year</b>
Accounting Specialist	8	260
Office Manager HS & DO	8	260
Executive Assistant	8	260
Personnel Specialist III	8	260
Program Manager	8	260
Procurement Specialist	8	260
Software Management Specialist	8	260
<b>Level 9</b>	<b>\$16.28 - \$27.23</b>	
	<b>Hours/Day</b>	<b>Days/Year</b>
Benefits Administration Specialist	8	260
Compliance Technology Specialist	8	260
Data Technician	8	260
Job Coach	8	182; 190
Payroll Specialist III	8	260
<b>Level 10</b>	<b>\$17.31 - \$28.98</b>	
	<b>Hours/Day</b>	<b>Days/Year</b>
Accounts Payable Manager	8	260
Behavior Management Specialist	8	190
Software Management Coordinator	8	260

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<b>Level 11</b>	<b>\$18.40 - \$30.83</b>	
	<b>Hours/Day</b>	<b>Days/Year</b>
Budget/Financial Analyst	8	260
Chinese Immersion Instructor	7.5	190
E-Rate Manager	8	260
Military Academy Instructor	7.5	190
Parent Outreach Specialist	8	220
Procurement Coordinator	8	260
School/Community Liaison	8	190
Student Services Program Coordinator	8	290
<b>Level 12</b>	<b>\$19.56 - \$32.81</b>	
	<b>Hours/Day</b>	<b>Days/Year</b>
Accountant	8	260
Educational Interpreter	7.5	180
Educational Technology Coach	8	180
Help Desk Support Specialist	8	260
System Support I	8	260
Telecommunications Support Specialist	8	260
Nurse - LPN	8	182
<b>Level 13</b>	<b>\$17.52 - \$31.69</b>	
	<b>Hours/Day</b>	<b>Days/Year</b>
School Nurse (RN SC License)	8	190
<b>Level 14</b>	<b>\$18.69 - \$33.87</b>	
	<b>Hours/Day</b>	<b>Days/Year</b>
Social Worker (SC License)	8	200

**CLASSIFIED STAFF PAY FOR EXTRA WORK**

**Work performed that is part of the staff member's job will not be eligible for additional pay.** All BCSD employees who do work outside the scope of their jobs and beyond their scheduled work days which is eligible for additional pay will be paid through payroll, not through accounts payable. The IRS identifies them as employees, so all of their pay must go through payroll.

In general, classified staff working in extended-day programs must receive overtime pay if they work more than 40 hours per week. (Paid holidays and other paid leave days do not, in general, count towards the 40 hours worked.) A "blended rate calculation" will be assigned for any overtime hours worked.

The hourly rate for classified staff working ANY job outside of the 40 hour work week will receive an hourly rate of **\$12.36 per hour** plus overtime. A "blended rate calculation" will be assigned for any overtime hours worked.

Classified Staff who serves as the Coordinator for programs beyond the scope of their normal work schedule at the request of the school or district will be paid at the rate of **\$17.51 per hour**.

Tutor Hourly Rates - **\$12.36** Associates Degree or at least 60 college credit hours, **\$18.54** Holds a Bachelor's Degree or Higher.

Activity Bus Driver - **\$15.45/hour**.

**Educational Interpreters** - Will be paid their daily rate to support school/district functions as approved by the Superintendent.

***Professional Development***

Classified Staff who participates in district and/or school-sponsored professional development on days outside the school calendar will be paid at the rate of **\$12.36** per hour plus overtime, if applicable. A "blended rate calculation" will be assigned for any overtime hours worked.

***Procedure for Timesheets and Extended-Day Activities***

Regular-day, classified staff working in an extended-day program will be paid at a set rate of **\$12.36** per hour for their extended-day time. For these staff members, two time sheets must be submitted together.

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SALARY and STIPEND SCHEDULES  
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- The time sheet for the pay period will show their regular school day hours worked and total hours worked (to be submitted on a white time sheet with no pay calculations).
- The other time sheet will show extended-day time (regular green time sheet). The green time sheet should be stapled on top of the white time sheet.

**CERTIFIED STAFF PAY FOR EXTRA WORK**

***Certified Staff, Professional Development***

- Certified Staff who participates in district and/or school-sponsored professional development on days outside the school calendar will be paid at the rate of **\$100 per day** OR they may choose to receive renewal credits. This applies to attendance at the Summer Institute as well. At no time will a staff member receive both payment and renewal credits for attending professional development sessions.
- Certified Staff who facilitate/deliver professional development at the request of a district administrator or principal will be paid per the **"written agreement"** established by the District's Purchasing Office and the Employee.

***Certified Staff, Instructional Assistance***

Certified Staff who provided **any instructional** duties beyond the scope of their normal work schedule at the request of the school or district will be paid at the rate of **\$25.50 per hour** for this work. This only applies to duties that provide direct instruction to students.

Certified Staff who serves as the **Coordinator** for programs beyond the scope of their normal work schedule at the request of the school or district will be paid at the rate of **\$30.60 per hour**. This only applies to coordinating programs that provide direct instruction to students.

***Certified Staff, Building Support***

Certified Staff who assist with support for **building activities** that do not require or use the educator's expertise (e.g., opening the building for outside users or activities on non-school calendar days) will be paid at the rate of **\$18.54 per hour**. These staff members are expected to remain with the group throughout the time that they use the facility to ensure safety and security for users and the building. They should concentrate on supporting the activity and not on other work while they are there and being paid.

**Work performed that is part of the staff member's job will not be eligible for additional pay.** All BCSD employees who do work outside the scope of their jobs and beyond their scheduled work days which is eligible for additional pay will be paid through payroll, not through accounts payable. The IRS identifies them as employees, so all of their pay must go through payroll.



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***Support for Activities that do not Require Certification***

Certified staff that assists with support for activities that do not require certification and which are not related to support for building activities (e.g., taking or selling tickets at games) will be paid at the rate of **\$12.36** per hour.

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SALARY and STIPEND SCHEDULES  
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**ACADEMIC SUPPLEMENTS**

***ELEMENTARY SCHOOLS***

<u>Position</u>	<u>Stipend</u>
Chorus (Minimum 3 School Performances)	\$1,260
Committee Chair (Maximum of 5)	\$472
Gifted and Talented Coordinator	\$945
Grade Level Chairs (Maximum of 5)	\$630
Head Teacher	\$945
IB Coordinator	\$787
Intervention Convention	\$472
Literacy Magazine	\$630
Newspaper	\$250/Issue (Maximum 4 Issues)
Pre-School Club Coordinator	\$630
Science Fair Coordinator	\$474
RTI Coordinator	\$787
RTI Member	\$472
RTI Secretary	\$630
Testing Coordinator	\$3,149
Year Book	\$630

***MIDDLE SCHOOLS***

<u>Position</u>	<u>Stipend</u>
Band (Minimum 3 School Performances)	\$2519
Chess	\$630
Chorus	\$1260
Committee Chair (Maximum of 5)	\$630
Dance (Minimum 3 School Performances)	\$945
Debate	\$630
Department Chair	\$630
Drama (Minimum 3 School Performances)	\$1260
Gifted and Talented Coordinator	\$945
Newspaper	\$250 per issue (max 4 issues)
Science Fair Coordinator	\$630
RIT Coordinator	\$1260
Strings (Minimum of 3 School Performances)	\$1260
Student Council	\$945
Team Leader	\$945
Yearbook	\$945

BEAUFORT COUNTY SCHOOL DISTRICT  
SALARY and STIPEND SCHEDULES  
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**ACADEMIC SUPPLEMENTS**

***HIGH SCHOOLS***

<u>Position</u>		<u>Stipend</u>
Band (marching/Minimum 3 School Performances)		\$3779-\$6299
Chess		\$630
Chorus (Minimum 3 School Performances)		\$3149
Committee Chair (Maximum of 5)		\$630
Class Sponsor	9th	\$474
	10th	\$630
	11th	\$1,260
	12th	\$1,260
Dance (Minimum of 3 School Performances)		\$1575
Debate (5-10 events)		\$945
Department Chair/Small School Leader 3-5 teachers		\$945
	6-10 teachers	\$1260
	11+ teachers	\$1575
Drama (Minimum 3 School Productions)		\$3779
Literary Magazine		\$630
National Honor Society		\$630
Newspaper		\$250/issue (maximum 6 issues)
RTI Coordinator		\$1575
SADD/Red Ribbon		\$630
Science Fair Coordinator		\$630
Strings (Minimum of 3 School Performances)		\$1575
Student Council		\$1260
Theater Manager (Scheduling and Support School Performances)		\$500 - \$2,500
Webmaster (Outside of School Day)		\$1890
Yearbook		\$1575

BEAUFORT COUNTY SCHOOL DISTRICT  
SALARY and STIPEND SCHEDULES  
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**ACADEMIC SUPPLEMENT NOTES**

The positions listed on pages 21-23 will be paid from a Stipend Allocation for the school year. Positions not currently listed must have prior approval of the Chief Administrative and Human Resources Services Officer before the stipend can be paid.

***NOTE: The stipend budget allocation is not sufficient to cover all of these positions, so principals will need to choose the positions for their schools very carefully.***

**Non-Exempt Employees may not be paid supplements.** Hours worked beyond 40 per week will be compensated using a blended overtime rate and will be paid on a timesheet.

Certified Staff supplements will be paid in two (2) installments: (1) payment in December and (1) payment in May.

BEAUFORT COUNTY SCHOOL DISTRICT  
SALARY and STIPEND SCHEDULES  
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**ATHLETIC SUPPLEMENTS**

**MIDDLE SCHOOLS**

<b>FALL</b>	
<b>POSITION</b>	<b>TOTAL PER SEASON</b>
Cheerleading - Head	976.00
Cheerleading - Assistant	488.00
Football - Head Coach	2278.00
Football - Assistant Coach (3)	1302.00
Volleyball - Head Coach	2278.00
Volleyball - Assistant Coach	1302.00
<b>WINTER</b>	
<b>POSITION</b>	<b>TOTAL PER SEASON</b>
Basketball - Head Coach	2278.00
Basketball - Assistant	1302.00
Cheerleading - Head	976.00
Cheerleading - Assistant	488.00
Wrestling - Head Coach	1627.00
<b>SPRING</b>	
<b>POSITION</b>	<b>TOTAL PER SEASON</b>
Baseball/Softball - Head Coach	2278.00
Baseball/Softball - Assistant Coach	1302.00
Track - Head Coach	2278.00
Track - Assistant Coach (2)	1302.00
<b>FALL, WINTER AND SPRING</b>	
<b>POSITION</b>	<b>TOTAL PER SEASON</b>
Athletic Director	1627.00
Assistant Athletic Director*	651.00
Athletic Study Hall Coordinator*	976.00
*if filled by classified staff, timesheets are required	

BEAUFORT COUNTY SCHOOL DISTRICT  
SALARY and STIPEND SCHEDULES  
2014-2015 SCHOOL YEAR

**ATHLETIC SUPPLEMENTS**

**HIGH SCHOOLS**

<b>FALL</b>	
<b>POSITION</b>	<b>TOTAL PER SEASON</b>
Cheerleading - Head	2928.00
Cheerleading - JV	1302.00
Cross Country - Head Coach (if combined)	2278.00
Cross Country - Head Coach	1627.00
Cross Country - Assistant Coach	976.00
Golf - Girls	1952.00
Football - Head Coach <sup>1</sup>	16269.00
Football - Coordinator (2)	5857.00
Football - Assistant Coach (8)	3901.00
Tennis - Girls	1952.00
Swimming - Head Coach	1627.00
Swimming - Assistant Coach	976.00
Volleyball - Head Coach	3254.00
Volleyball - JV Head Coach	1627.00
Volleyball - Assistant Coach	1302.00
<b>WINTER</b>	
<b>POSITION</b>	<b>TOTAL PER SEASON</b>
Basketball - Head Coach <sup>1</sup>	6508.00
Basketball - Varsity Assistant	2278.00
Basketball - JV Head	2603.00
Basketball - JV Assistant	1627.00
Cheerleading - Head	1627.00
Cheerleading - JV	1302.00
Wrestling - Head Coach	3254.00
Wrestling - Assistant Coach	1627.00
<b>SPRING</b>	
<b>POSITION</b>	<b>TOTAL PER SEASON</b>
Golf - Boys	1952.00
Baseball/Softball - Varsity Head Coach	3254.00
Baseball/Softball - Varsity Assistant Coach	1627.00
Baseball/Softball - JV Head Coach	1952.00
Baseball/Softball - JV Assistant Coach	1302.00
Lacrosse - Head Coach	3254.00
Lacrosse - Assistant Coach	1302.00
Soccer - Varsity Head Coach	3254.00

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SALARY and STIPEND SCHEDULES  
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Soccer - Varsity Assistant	1627.00
Soccer - JV Head Coach	1952.00
Soccer - JV Assistant Coach	1302.00
Tennis - Boys	1952.00
Track - Head Coach (if combined)	4230.00
Track - Head Coach	3254.00
Track - Assistant Coach (2)	1627.00
<b>FALL, WINTER AND SPRING</b>	
<b>POSITION</b>	<b>TOTAL PER SEASON</b>
Assistant Athletic Director*	1302.00
Weight/Conditioning - Head Coach	1302.00
Admin Support/Eligibility Coordinator*	1952.00
Athletic Study Hall Coordinator*	976.00
<p><sup>1</sup>Will be paid over 26 paychecks</p> <p>*if filled by classified staff, timesheets are required</p>	

**ATHLETIC SUPPLEMENT NOTES**

Athletic supplements are paid for work performed before or after the employee's official workday. Supplements may not be used to add to individual's salaries for duties that are part of the current job responsibilities.

**Athletic Directors at the high school level will not coach and will not be paid athletic supplements.**

High School Head Football Coach and High School Head Basketball Coach positions will be paid the athletic supplement over 26 paychecks during the school year. Principals and Athletic Directors will identify the Head Football and Head Basketball coaches each year and notify Human Resources by memo, co-signed by the Principal and Athletic Director, by July 1.

The athletic positions are paid from a stipend allocation for the year. The stipend budget allocation is not sufficient to cover all positions listed. Principals will choose positions for athletic staff carefully. Positions filled within the school are to be paid this amount. Positions shall not be divided. Schools may use these funds for other positions with prior approval of the Chief Administrative and Human Resources Services Officer. No stipends will be paid for activities during the school day.

If the positions of ***Admin Support/Eligibility Coordinator, Athletic Study Hall Coordinator, and Assistant Athletic Directors*** are filled by Classified employees, timesheets are required and they will be paid according to the established payroll schedule. Hours worked by Classified employees beyond 40 per week will be compensated at **\$12.35 plus applicable overtime.**

High School Head Cross Country Coach position may be combined (boys & girls). If combined, a second assistant is allowed. If not combined, a maximum of four coaches is allowed for cross country.

High School Head Track Coach position may be combined (boys & girls). If combined, a third assistant is allowed. If not combined, a maximum of six coaches is allowed for track.

Athletic supplements will be paid on the following schedule:

- Fall sports: September and October (4 installments)
- Winter sports: December and January (4 installments)
- Spring sports: March and April (4 installments)



BEAUFORT COUNTY SCHOOL DISTRICT  
SALARY and STIPEND SCHEDULES  
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**PLAY-OFF GAMES AND PLAY-OFF PRACTICES**

High school play-off games and play-off practice days will be paid at a rate of \$25 per day. A memo to the Payroll Department and Human Resources must indicate the Coaches Name, Employee Number, School Name and Total Amount to be paid for each athletic staff member participating in play-off games and practices. The memo must be signed by the Principal and Athletic Director. **The Head Football Coach is not entitled to receive this supplement.**

Athletic Directors must submit a play-off schedule for each sport requesting payments. Payments will not be made until all required information is provided.

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SALARY and STIPEND SCHEDULES  
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**SUBSTITUTE RATES**

	Daily Rate	Long-Term Rate
<p><b>Class I</b> A <b>substitute teacher</b> who possesses a valid teaching certificate or an individual receiving a teacher's retirement pension (requires verification)</p> <p><b>Nurses</b> (RN &amp; LPN)</p>	<p><b>\$90/day</b> <b>\$45.00/ ½ day</b></p>	<p><b>\$100/day</b></p>
<p><b>Class II</b> A substitute teacher who possesses a 4-year degree from an accredited college but who is not in possession of a current teaching certificate (requires verification)</p>	<p><b>\$75/day</b> <b>\$37.50/ ½ day</b></p>	<p><b>NA*</b></p>
<p><b>Substitute Instructional Assistants</b> A Substitute Instructional Assistant is used to cover the absence of a classified employee, with prior permission from the department of Human Resources. A substitute Instructional Assistant may only be used for the Pre-K, Kindergarten, or Special Ed teacher assistant or for the long-term illness of other classified employees, when approved by HR. Maximum length of day = 7.5 hours. (required).</p> <p><b>NOTE:</b> Beginning with the 2014-2015 school year, all Substitute Instructional Assistants must possess an associate's degree or sixty semester hours from an accredited college or must have a passing score of 456 on the Para-Pro ETS assessment.</p>	<p><b>\$60/day</b> <b>\$30.00/ ½ day</b></p>	<p><b>NA*</b></p>

BEAUFORT COUNTY SCHOOL DISTRICT  
SALARY and STIPEND SCHEDULES  
2014-2015 SCHOOL YEAR

\*The rate for a Long-term Substitute teacher begins on the 12<sup>th</sup> consecutive day in the same assignment. Only a Class I Substitute, a certified teacher or a retired teacher, may fill this role. The use of a Class II Substitute in a long-term position is generally not allowed and would require prior approval of the Director of Certified Personnel and Teacher Quality.

**Substitutes will only be utilized for the following positions: Certified teachers assigned to a classroom, Pre-K Assistants, Kinder Assistants, Special Education Assistants, and Computer Lab Assistants at the Elementary and Middle Schools.**