

BEAUFORT COUNTY SCHOOL DISTRICT
SALARY AND STIPEND SCHEDULES
2015 - 2016 SCHOOL YEAR



Alice Walton
Chief Administrative and Human Resources
Services Officer

Effective: July 1, 2015
(Revised: October 23, 2015)

BEAUFORT COUNTY SCHOOL DISTRICT
SALARY and STIPEND SCHEDULES
2015-2016 SCHOOL YEAR

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PAYROLL INFORMATION

**BEAUFORT COUNTY SCHOOL DISTRICT
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Below are the published 26 pay periods for the 2015-2016 School Year.

August 21, 2015	February 19, 2016
September 4, 2015	March 4, 2016
September 18, 2015	March 18, 2016
October 2, 2015	April 1, 2016
October 16, 2015	April 15, 2016
October 30, 2015	April 29, 2016
November 13, 2015	May 13, 2016
November 27, 2015	May 27, 2016
December 11, 2015	June 10, 2016
December 25, 2015	June 24, 2016
January 8, 2016	July 8, 2016
January 22, 2016	July 22, 2016
February 5, 2016	August 5, 2016

Teacher supply checks will be sent to the schools on August 10, 2015.

W-2s for Calendar Year 2015 will be sent to employees during the last week in January 2016.

If you have a change in your certification level you will need to contact Human Resources in order to have your annual salary upgraded.

BEAUFORT COUNTY SCHOOL DISTRICT
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**BEGINNING AND ENDING WORK DATES
FY 2015 - 2016**

180 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/17/2015	05/27/2016
Applied Behavior Therapist		
Behavior Interventionist		
Behavior Management Specialist		
Bus Drivers		
Cafeteria Operator		
Educational Interpreters		
Nurse - LPN		

182 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/13/2015	05/27/2016
Food Service Managers		

182 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/14/2015	05/27/2016
Behavior Interventionist		
Computer Lab Assistants		
Job Coach		
Kindergarten Assistants		
Media Assistants		
Montessori Assistants		
Pre-Kindergarten Assistants		
Special Education Assistants		
Teacher Assistants		

Notes: Will work 02/15/2016 for Staff Development.

190 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/10/2015	05/31/2015
Administrative Assistants		
Administrative Associates		
Behavior Management Specialist		
Bilingual Liaison		
Chinese Immersion Instructor		
Computer Lab Assistants		
Credit Recovery Facilitator		
Guidance Counselors (Elementary Schools)		
Intern Psychologist		
Job Coach		
Kindergarten Assistants		
Media Assistants		
Military Academy Instructor		

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Nurses - LPN
Nurses - RN
Occupational Therapist
Parent Liaison
Pre-Kindergarten Assistants
Psychologist
Special Education Assistants
Speech Therapist
Teacher Assistants
Teachers

195 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/03/2015	05/31/2016
Educational Technology Coaches		
Literacy Coaches		
Media Specialist		
Numeracy Coaches		

200 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/03/2015	06/07/2016
Administrative Assistants		
Autism Program Manager		
Social Workers		

205 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	07/27/2015	06/07/2016
Admin Assistants		
Graduation Coaches		
Guidance Counselors (Middle & High Schools)		

Notes: 07/27/2015 - 08/07/2015: Summer Schedule 4, 10 hour days.

210 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	07/27/2015	06/14/2016
Assistant Principals (Elementary & Middle Schools)		
Guidance Chairs (High Schools)		
Parent Liaison		

Notes: 07/27/2015 - 08/07/2015: Summer Schedule 4, 10 hour days.

220 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	07/20/2015	06/21/2016
Administrative Associates		
Assistant Principals (High Schools)		
Athletic Directors		

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Dean of Students (High Schools)
Migrant Education Recruiter

Notes: 07/20/2015 - 08/07/2015: Summer Schedule 4, 10 hour days.

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**ADMINISTRATIVE STAFF SALARY LEVELS
WITH
MINIMUM AND MAXIMUM HOURLY RATES**

SALARY LEVELS	MINIMUM	MAXIMUM
LEVEL 201	\$25.87	\$36.33
AUTISM PROGRAM MANAGER WEB CONTENT FACILITATOR		
LEVEL 202	\$27.29	\$38.33
COORDINATOR OF CATE COORDINATOR OF COMMUNITY SERVICES COORDINATOR OF EARLY CHILDHOOD COORDINATOR OF ENGERGY MANAGEMENT COORDINATOR OF ENGLISH, LANGUAGE ARTS COORDINATOR OF GUIDANCE COUNSELORS COORDINATOR OF I-LEARNING COORDINATOR OF SOCIAL STUDIES COORDINATOR OF SPECIAL EDUCATION COORDINATOR OF WORLD LANGUAGES DATA COORDINATOR DATA SUPPORT COORDINATOR SYSTEMS SUPPORT SPECIALIST II		
LEVEL 203	\$28.80	\$40.44
COORDINATOR OF MATH COORDINATOR OF SCHOOL NURSES COORDINATOR OF STEM SYSTEMS ENGINEER SYSTEMS SUPPORT AREA SUPERVISOR		
LEVEL 204	\$30.38	\$42.66
ADEPT COORDINATOR COORDINATOR OF ASSESSMENT		

BEAUFORT COUNTY SCHOOL DISTRICT
SALARY and STIPEND SCHEDULES
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COORDINATOR OF EDUCATIONAL TECHNOLOGY
COORDINATOR OF GRANT MANAGEMENT
COORDINATOR OF PLANNING
COORDINATOR OF PROTECT SERVICES
COORDINATOR OF RECRUITMENT/RETENTION
COORDINATOR OF RISK MANAGEMENT
PROJECT MANAGEMENT OF TECHNOLOGY

LEVEL 205	\$32.05	\$45.01
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NOT CURRENTLY USED

LEVEL 206	\$33.81	\$47.48
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ASSISTANT PRINCIPAL - ELEMENTARY SCHOOL

LEVEL 207	\$35.67	\$50.09
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ASSISTANT PRINCIPAL - MIDDLE SCHOOL
ATHLETIC DIRECTOR
DEAN OF STUDENTS
DIRECTOR OF ACADEMIC ASSISTANCE - ELEMENTARY
DIRECTOR OF ACADEMIC ASSISTANCE - SECONDARY
DIRECTOR OF ACADEMIC INITIATIVES
DIRECTOR OF ADULT EDUCATION
DIRECTOR OF ALTERNATIVE PROGRAMS
DIRECTOR OF CAREER & TECHNOLOGY
DIRECTOR OF CLASSIFIED STAFF
DIRECTOR OF COMMUNICATION
DIRECTOR OF DATA SERVICES
DIRECTOR OF EDUCATIONAL TECHNOLOGY
DIRECTOR OF FINANCE
DIRECTOR OF GRANTS MANAGEMENT
DIRECTOR OF INNOVATION
DIRECTOR OF INTERNAL CONTROLS
DIRECTOR OF NETWORK OPERATIONS
DIRECTOR OF PERSONNEL

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DIRECTOR OF PROJECTS
DIRECTOR OF SPECIAL EDUCATION
DIRECTOR OF TEACHING & LEARNING
PROJECT MANAGER - CONSTRUCTION

LEVEL 208	\$37.64	\$52.85
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ASSISTANT PRINCIPAL - HIGH SCHOOL
PRINCIPAL - ELEMENTARY SCHOOL

LEVEL 209	\$39.71	\$55.75
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PRINCIPAL - MIDDLE SCHOOL

LEVEL 210	\$41.89	\$58.82
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PRINCIPAL - HIGH SCHOOL

LEVEL 211	\$44.19	\$62.06
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FACILITY PLANNING CONSTRUCTION OFFICER
FINANCE OFFICER
TECHNOLOGY SERVICES OFFICER

LEVEL 212	\$46.62	\$65.47
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CHIEF ADMINISTRATIVE/HR SERVICES OFFICER
CHIEF FINANCIAL AND OPERATIONAL SERVICES OFFICER
CHIEF INSTRUCTIONAL SERVICES OFFICER
CHIEF STUDENT SERVICES OFFICER

LEVEL 213	\$49.19	\$69.07
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NOT CURRENTLY USED

LEVEL 214	\$51.89	\$72.87
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NOT CURRENTLY USED

BEAUFORT COUNTY SCHOOL DISTRICT
SALARY and STIPEND SCHEDULES
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**ADMINISTRATIVE STAFF SALARY LEVELS
WITH
STEPS AND HOURLY RATES**

STEP	LEVEL 201	LEVEL 202	LEVEL 203	LEVEL 204	LEVEL 205	LEVEL 206	LEVEL 207	LEVEL 208	LEVEL 209	LEVEL 210	LEVEL 211	LEVEL 212	LEVEL 213	LEVEL 214
0	25.8721	27.2947	28.7962	30.3798	32.0510	33.8135	35.6731	37.6351	39.7053	41.8889	44.1928	46.6236	49.1880	51.8933
1	26.3077	27.7543	29.2813	30.8914	32.5904	34.3832	36.2740	38.2692	40.3740	42.5947	44.9370	47.4087	50.0164	52.7673
2	26.7433	28.2144	29.7659	31.4034	33.1303	34.9524	36.8750	38.9029	41.0428	43.3000	45.6817	48.1942	50.8447	53.6414
3	27.1789	28.6740	30.2510	31.9149	33.6702	35.5221	37.4755	39.5370	41.7115	44.0053	46.4260	48.9793	51.6731	54.5149
4	27.6149	29.1337	30.7361	32.4264	34.2101	36.0914	38.0764	40.1707	42.3803	44.7111	47.1702	49.7644	52.5014	55.3889
5	28.0505	29.5933	31.2212	32.9380	34.7495	36.6611	38.6774	40.8043	43.0486	45.4164	47.9144	50.5495	53.3298	56.2630
6	28.4861	30.0529	31.7058	33.4495	35.2894	37.2303	39.2779	41.4385	43.7173	46.1221	48.6587	51.3351	54.1582	57.1370
7	28.9221	30.5125	32.1909	33.9615	35.8293	37.8000	39.8789	42.0721	44.3861	46.8274	49.4029	52.1202	54.9865	58.0111
8	29.3577	30.9726	32.6760	34.4731	36.3692	38.3692	40.4798	42.7063	45.0548	47.5327	50.1471	52.9053	55.8149	58.8851
9	29.7933	31.4322	33.1611	34.9846	36.9087	38.9389	41.0803	43.3399	45.7236	48.2385	50.8914	53.6904	56.6433	59.7591
10	30.2293	31.8918	33.6457	35.4962	37.4486	39.5082	41.6813	43.9736	46.3923	48.9438	51.6356	54.4760	57.4721	60.6327
11	30.6649	32.3514	34.1308	36.0082	37.9885	40.0779	42.2822	44.6077	47.0611	49.6495	52.3803	55.2611	58.3005	61.5067
12	31.1005	32.8111	34.6159	36.5197	38.5284	40.6471	42.8827	45.2414	47.7298	50.3548	53.1245	56.0462	59.1289	62.3808
13	31.5365	33.2707	35.1010	37.0313	39.0678	41.2168	43.4837	45.8755	48.3986	51.0601	53.8688	56.8313	59.9572	63.2548
14	31.9721	33.7308	35.5856	37.5428	39.6077	41.7861	44.0846	46.5091	49.0673	51.7659	54.6130	57.6168	60.7856	64.1289
15	32.4077	34.1904	36.0707	38.0548	40.1476	42.3558	44.6851	47.1428	49.7356	52.4712	55.3572	58.4019	61.6139	65.0029
16	32.8438	34.6500	36.5558	38.5664	40.6875	42.9250	45.2861	47.7769	50.4043	53.1769	56.1014	59.1870	62.4423	65.8764
17	33.2793	35.1096	37.0409	39.0779	41.2269	43.4947	45.8870	48.4106	51.0731	53.8822	56.8457	59.9721	63.2707	66.7505
18	33.7149	35.5692	37.5255	39.5894	41.7668	44.0639	46.4875	49.0442	51.7418	54.5875	57.5899	60.7577	64.0990	67.6245
19	34.1505	36.0289	38.0106	40.1010	42.3067	44.6337	47.0885	49.6784	52.4106	55.2933	58.3341	61.5428	64.9274	68.4986
20	34.5865	36.4885	38.4957	40.6130	42.8466	45.2029	47.6894	50.3120	53.0793	55.9986	59.0789	62.3279	65.7558	69.3726
21	35.0221	36.9486	38.9803	41.1245	43.3865	45.7726	48.2899	50.9462	53.7481	56.7043	59.8231	63.1130	66.5841	70.2466
22	35.4577	37.4082	39.4654	41.6361	43.9260	46.3418	48.8909	51.5798	54.4168	57.4096	60.5673	63.8986	67.4130	71.1207
23	35.8938	37.8678	39.9505	42.1476	44.4659	46.9115	49.4918	52.2135	55.0856	58.1149	61.3115	64.6837	68.2414	71.9942
24	36.3293	38.3274	40.4356	42.6596	45.0058	47.4808	50.0923	52.8476	55.7543	58.8207	62.0558	65.4688	69.0697	72.8683

BEAUFORT COUNTY SCHOOL DISTRICT
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BEAUFORT COUNTY SCHOOL DISTRICT
ADMINISTRATIVE STAFF SALARY COMPUTATION WORKSHEET

Date: _____

Name: _____

Location: _____

Administrative Classification: _____

Days Per Year: _____

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)

TOTAL POINTS: _____

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.

APPROVAL SECTION

Approved Step: _____ Approved Salary Amount: _____

Human Resources Services Officer

Employee's Signature

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.

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**ADMINISTRATIVE STAFF EXPERIENCE
CALCULATION MATRIX**

CLASSIFICATION	"SAME" JOB EXPERIENCE	"SIMILAR" JOB EXPERIENCE
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	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.

BEAUFORT COUNTY SCHOOL DISTRICT
SALARY and STIPEND SCHEDULES
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**CERTIFIED STAFF SALARY CLASSES
AND
YEARS OF EXPERIENCE STEPS**

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

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**CLASSIFIED STAFF SALARY LEVELS
WITH
MINIMUM AND MAXIMUM HOURLY RATES**

SALARY LEVELS	MINIMUM	MAXIMUM
LEVEL 101	\$10.51	\$17.46
ADMINISTRATIVE ASSOCIATE BUS DRIVER CAFETERIA OPERATOR CUSTODIAN		
LEVEL 102	\$11.09	\$18.42
KINDERGARTEN ASSISTANT MONTESSORI ASSISTANT PRE-KINDERGARTEN ASSISTANT TEACHER ASSISTANT		
LEVEL 103	\$11.70	\$19.43
APPLIED BEHAVIOR THERAPIST COMPUTER LAB ASSISTANT FOOD SERVICE MANAGER HEAD CUSTODIAN MEDIA ASSISTANT SPECIAL EDUCATION ASSISTANT		
LEVEL 104	\$12.35	\$20.50
DATA CLERK PARENT EDUCATOR PARENT/ESOL COORD		
LEVEL 105	\$13.03	\$21.63
CARPENTER MAINTENANCE TECHNICIAN PAINTER		
LEVEL 106	\$13.74	\$22.82
ACCOUNTS PAYABLE ASSISTANT ADMINISTRATIVE ASSISTANT BOOKKEEPER I (ES)		

BEAUFORT COUNTY SCHOOL DISTRICT
SALARY and STIPEND SCHEDULES
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COURIER
PAYROLL ASSISTANT

LEVEL 107	\$14.50	\$24.07
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BOOKKEEPER II (MS, HS, DO)
MIGRANT EDUCATION RECRUITER
PERSONNEL SPECIALIST I

LEVEL 108	\$15.30	\$25.40
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BEHAVIOR INTERVENTIONIST
BILINGUAL LIAISON
CREDIT RECOVERY FACILITATOR
OFFICE MANAGER I (ES)
PARENT LIAISON
THEATER TECHNICIAN

LEVEL 109	\$16.14	\$26.79
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ADMINISTRATIVE SUPPORT
EXECUTIVE ADMINISTRATIVE ASSISTANT
JOB COACH
NURSE - LPN
OFFICE MANAGER II (MS, HS, DO)

LEVEL 110	\$17.02	\$28.27
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ACCOUNT SPECIALIST
BENEFITS SPECIALIST
CHINESE IMMERSION INSTRUCTOR
COMPLIANCE SPECIALIST
DATA TECHNICIAN
E-RATE SPECIALIST
MILITARY ACADEMY INSTRUCTOR
PERSONNEL SPECIALIST II
PROCUREMENT SPECIALIST
SPECIALIST - OPERATION SERVICES
SPECIALIST - SOFTWARE MANAGEMENT
SPECIALIST - STUDENT SERVICES
SPECIALIST - TECHNOLOGY
STUDENT DATA SPECIALIST

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LEVEL 111	\$17.96	\$29.82
BEHAVIOR MANAGEMENT SPECIALIST EXECUTIVE ASSISTANT TO THE SUPT/PARALEGAL HR MANAGER		
LEVEL 112	\$18.95	\$31.46
HR FACILITATOR PAYROLL MANAGER PROCUREMENT FACILITATOR		
LEVEL 113	\$19.99	\$33.19
ACCOUNTANT BUDGET ANALYST EDUCATIONAL INTERPRETER NURSE - RN SERVICE DESK LEAD SYSTEMS SUPPORT SPECIALIST I TELECOMM SPECIALIST		
LEVEL 114	\$21.09	\$35.02
SOCIAL WORKER		

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**CLASSIFIED STAFF SALARY LEVELS
WITH
STEPS AND HOURLY RATES**

STEP	LEVEL 101	LEVEL 102	LEVEL 103	LEVEL 104	LEVEL 105	LEVEL 106	LEVEL 107	LEVEL 108	LEVEL 109	LEVEL 110	LEVEL 111	LEVEL 112	LEVEL 113	LEVEL 114
0	10.5144	11.0928	11.7029	12.3466	13.0255	13.7418	14.4976	15.2952	16.1361	17.0236	17.9601	18.9481	19.9899	21.0894
1	10.8039	11.3981	12.0250	12.6861	13.3841	14.1202	14.8966	15.7159	16.5803	17.4923	18.4543	19.4692	20.5404	21.6697
2	11.0933	11.7034	12.3471	13.0260	13.7423	14.4981	15.2957	16.1370	17.0245	17.9606	18.9486	19.9909	21.0904	22.2505
3	11.3827	12.0087	12.6688	13.3659	14.1010	14.8764	15.6947	16.5577	17.4688	18.4293	19.4428	20.5125	21.6404	22.8308
4	11.6716	12.3139	12.9909	13.7058	14.4591	15.2548	16.0938	16.9789	17.9125	18.8976	19.9370	21.0337	22.1904	23.4111
5	11.9611	12.6192	13.3130	14.0452	14.8178	15.6327	16.4928	17.3995	18.3567	19.3664	20.4313	21.5553	22.7409	23.9914
6	12.2505	12.9245	13.6351	14.3851	15.1764	16.0111	16.8918	17.8207	18.8010	19.8346	20.9260	22.0764	23.2909	24.5721
7	12.5399	13.2298	13.9572	14.7250	15.5346	16.3894	17.2904	18.2414	19.2447	20.3034	21.4202	22.5981	23.8409	25.1524
8	12.8293	13.5351	14.2793	15.0649	15.8933	16.7673	17.6894	18.6625	19.6889	20.7716	21.9144	23.1197	24.3914	25.7327
9	13.1188	13.8404	14.6014	15.4043	16.2519	17.1457	18.0885	19.0837	20.1332	21.2404	22.4087	23.6409	24.9414	26.3130
10	13.4082	14.1457	14.9236	15.7442	16.6101	17.5236	18.4875	19.5043	20.5769	21.7087	22.9029	24.1625	25.4914	26.8933
11	13.6976	14.4510	15.2457	16.0841	16.9688	17.9019	18.8865	19.9255	21.0212	22.1774	23.3971	24.6841	26.0418	27.4740
12	13.9865	14.7563	15.5678	16.4240	17.3269	18.2803	19.2856	20.3462	21.4654	22.6457	23.8914	25.2053	26.5918	28.0543
13	14.2760	15.0615	15.8899	16.7635	17.6856	18.6582	19.6846	20.7673	21.9091	23.1144	24.3856	25.7269	27.1418	28.6346
14	14.5654	15.3668	16.2115	17.1034	18.0442	19.0365	20.0837	21.1880	22.3534	23.5827	24.8798	26.2486	27.6918	29.2149
15	14.8548	15.6716	16.5337	17.4433	18.4024	19.4149	20.4827	21.6091	22.7976	24.0514	25.3740	26.7697	28.2423	29.7957
16	15.1442	15.9769	16.8558	17.7832	18.7611	19.7928	20.8817	22.0298	23.2418	24.5197	25.8688	27.2914	28.7923	30.3760
17	15.4337	16.2822	17.1779	18.1226	19.1197	20.1712	21.2803	22.4510	23.6856	24.9885	26.3630	27.8130	29.3423	30.9563
18	15.7231	16.5875	17.5000	18.4625	19.4779	20.5490	21.6793	22.8716	24.1298	25.4567	26.8572	28.3341	29.8928	31.5365
19	16.0125	16.8928	17.8221	18.8024	19.8365	20.9274	22.0784	23.2928	24.5740	25.9255	27.3514	28.8558	30.4428	32.1173
20	16.3014	17.1981	18.1442	19.1423	20.1947	21.3058	22.4774	23.7139	25.0178	26.3938	27.8457	29.3769	30.9928	32.6976
21	16.5909	17.5034	18.4664	19.4817	20.5534	21.6837	22.8764	24.1346	25.4620	26.8625	28.3399	29.8986	31.5428	33.2779
22	16.8803	17.8087	18.7885	19.8216	20.9120	22.0620	23.2755	24.5558	25.9063	27.3308	28.8341	30.4202	32.0933	33.8582
23	17.1697	18.1139	19.1106	20.1615	21.2702	22.4404	23.6745	24.9764	26.3500	27.7995	29.3284	30.9414	32.6433	34.4385
24	17.4591	18.4192	19.4327	20.5014	21.6289	22.8183	24.0736	25.3976	26.7942	28.2678	29.8226	31.4630	33.1933	35.0192

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** rate established by Instructional Services or school Principal.
- 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.

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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- 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.

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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
2015-2016 SCHOOL YEAR

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

FALL	
POSITION	TOTAL PER SEASON
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
WINTER	
POSITION	TOTAL PER SEASON
Basketball - Head Coach	2278.00
Basketball - Assistant	1302.00
Cheerleading - Head	976.00
Cheerleading - Assistant	488.00
Wrestling - Head Coach	1627.00
SPRING	
POSITION	TOTAL PER SEASON
Baseball/Softball - Head Coach	2278.00
Baseball/Softball - Assistant Coach	1302.00
Track - Head Coach	2278.00
Track - Assistant Coach (2)	1302.00
FALL, WINTER AND SPRING	
POSITION	TOTAL PER SEASON
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
2015-2016 SCHOOL YEAR

ATHLETIC SUPPLEMENTS

HIGH SCHOOLS

FALL	
POSITION	TOTAL PER SEASON
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 ¹	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
WINTER	
POSITION	TOTAL PER SEASON
Basketball - Head Coach ¹	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
SPRING	
POSITION	TOTAL PER SEASON
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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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
FALL, WINTER AND SPRING	
POSITION	TOTAL PER SEASON
Assistant Athletic Director*	1302.00
Weight/Conditioning - Head Coach*	1302.00
Admin Support/Eligibility Coordinator*	1952.00
Athletic Study Hall Coordinator*	976.00
<p>¹Will 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 during the "approved" season dates as set forth by the South Carolina High School League schedules.

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, Athletic Director 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 **\$12.36 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)

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SALARY and STIPEND SCHEDULES
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- Winter sports: December and January (4 installments)
- Spring sports: March and April (4 installments)

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.

Cheerleading Coaches are not entitled to receive a stipend payment for playoff practices or games.

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SUBSTITUTE RATES

	Daily Rate	Long-Term Rate
<p>Class I A substitute teacher who possesses a valid teaching certificate or an individual receiving a teacher's retirement pension (requires verification)</p> <p>Nurses (RN & LPN)</p>	<p>\$90/day \$45.00/ ½ day</p>	<p>\$100/day</p>
<p>Class II 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>\$75/day \$37.50/ ½ day</p>	<p>NA*</p>
<p>Substitute Instructional Assistants 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>NOTE: 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>\$60/day \$30.00/ ½ day</p>	<p>NA*</p>

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*The rate for a Long-term Substitute teacher begins on the 12th 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**
- Computer Lab Assistants (only at Elementary and Middle Schools)**
- Kinder Assistants**
- Media Assistants**
- Montessori Assistant**
- Pre-K Assistants**
- Special Education Assistants**