

**BOARD AGENDA ITEM**

**May 9, 2023**

***SUBJECT:***

Revision of the following policy:

Administrative Rule GBC-R Staff Compensation

***BACKGROUND INFORMATION:***

Administrative Rule GBC-R Staff Compensation establishes the basic structure for compensating new teachers and teachers transferring from another district.

***ADMINISTRATIVE CONSIDERATION:***

Administration recommends the approval of Administrative Rule GBC-R Staff Compensation.

***RECOMMENDATION:***

Approve the following policy:

Administrative Rule GBC-R Staff Compensation

***ATTACHMENTS:***

Administrative Rule GBC-R Staff Compensation

***PREPARED BY:***

Jennifer Hart  
Dr. Salvatore Minolfo

## STAFF COMPENSATION

Code **GBC-R** Issued **11/015/23**

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### Teacher transfers and new teachers

Teachers transferring into the district from another district within South Carolina will be paid in accordance with the Aiken County teachers' salary schedule in effect at the time employment begins on the basis of the valid South Carolina certificate in their possession which they must present to the personnel department upon acceptance of employment. All authorized supplements to base salary will be paid.

New teachers and teachers transferring into the district from another district located in a state other than South Carolina not having a valid South Carolina certificate will be paid ~~on the basis of a Class 3, Grade A, zero years experience~~ at the certification pending rate in accordance with the teachers' salary schedule in effect at the time employment begins. All authorized supplements to base salary will be paid.

New teachers and teachers transferring into the school district from out-of-state will, upon presentation of a South Carolina teaching credential, be paid retroactively up to the first day of work of the current fiscal year based on the effective date, classification, grade and years of experience indicated on the South Carolina teaching credential.

### Improved class of teaching credential

If a teacher receives an advancement to an improved class of teaching credential during the school year, upon presentation of the certificate, the payroll department will recalculate the salary from applicable teachers' salary schedules to pay retroactively the amount that is due. In recalculation, the effective date of the new certificate will be used to determine the amount of retroactive pay due.

All retroactive pay due will be paid in a lump sum and added to the next check due. The remaining amount of annual salary due will be prorated over the remaining pay periods of the school year.

Issued 10/13/81; Revised 5/27/86, 11/27/01, 5/9/23