



AIKEN COUNTY

PUBLIC SCHOOLS

SALARY SCHEDULE

2025 – 2026

ADOPTED 5/27/2025

Table of Contents

Teacher Scales – 190 Day Contracts	1
Teacher Scales – Daily Rates	2
JROTC Instructor Scales	3
General Information —Salary and Hourly Scales	4 – 5
Pay Procedures	5
Pay Dates	6
Other Pay Tables	7 – 17
Service Credit	18
Service Credit – Salary Computation Worksheets	19 – 20
Other Compensation	21 – 22
Curriculum and Instruction Supplements	23
Extracurricular Supplements	24
Athletic Supplements	25 – 26
Supplement Guidelines and Procedures	27
Standard Contract Lengths by Position	28

Teacher Scales - 190 Day Contracts

School Year 2025 - 2026

Salary Step	Prior Yrs Exp	Class 3 Bachelors Degree	Class 2 Bachelors Degree +18	Class 1 Masters Degree	Class 7 Masters Degree + 30 Hours	Class 8 Doctorate Degree
E0	0	\$ 51,567	\$ 52,744	\$ 56,842	\$ 60,265	\$ 65,031
E1	1	\$ 51,567	\$ 52,744	\$ 56,842	\$ 60,265	\$ 65,031
E2	2	\$ 51,567	\$ 52,744	\$ 56,842	\$ 60,265	\$ 65,031
E3	3	\$ 51,567	\$ 52,744	\$ 56,842	\$ 60,265	\$ 65,031
4	4	\$ 52,225	\$ 53,384	\$ 57,334	\$ 60,903	\$ 65,997
5	5	\$ 53,255	\$ 54,416	\$ 58,480	\$ 62,048	\$ 67,526
6	6	\$ 54,325	\$ 55,483	\$ 59,625	\$ 63,193	\$ 69,051
7	7	\$ 55,357	\$ 56,514	\$ 60,770	\$ 64,336	\$ 70,580
8	8	\$ 56,426	\$ 57,584	\$ 61,917	\$ 65,482	\$ 72,106
9	9	\$ 57,456	\$ 58,615	\$ 63,062	\$ 66,630	\$ 73,635
10	10	\$ 58,523	\$ 59,683	\$ 64,208	\$ 67,776	\$ 75,161
11	11	\$ 59,558	\$ 60,713	\$ 65,352	\$ 68,921	\$ 76,690
12	12	\$ 60,625	\$ 61,785	\$ 66,497	\$ 70,065	\$ 78,217
13	13	\$ 61,656	\$ 62,814	\$ 67,642	\$ 71,212	\$ 79,743
14	14	\$ 62,726	\$ 63,885	\$ 68,790	\$ 72,356	\$ 81,271
15	15	\$ 63,756	\$ 64,916	\$ 69,934	\$ 73,503	\$ 82,797
16	16	\$ 64,827	\$ 65,983	\$ 71,080	\$ 74,649	\$ 84,325
17	17	\$ 65,856	\$ 67,016	\$ 72,226	\$ 75,793	\$ 85,854
18	18	\$ 66,414	\$ 67,594	\$ 72,861	\$ 76,464	\$ 86,626
19	19	\$ 66,978	\$ 68,175	\$ 73,494	\$ 77,140	\$ 87,406
20	20	\$ 67,547	\$ 68,764	\$ 74,140	\$ 77,824	\$ 88,196
21	21	\$ 68,123	\$ 69,358	\$ 74,791	\$ 78,514	\$ 88,993
22	22	\$ 69,291	\$ 70,566	\$ 76,113	\$ 79,915	\$ 90,610
23	23	\$ 70,477	\$ 71,793	\$ 77,455	\$ 81,338	\$ 92,253
24	24	\$ 71,686	\$ 73,043	\$ 78,823	\$ 82,789	\$ 93,927
25	25	\$ 72,919	\$ 74,318	\$ 80,219	\$ 84,270	\$ 95,634
26	26	\$ 74,177	\$ 75,619	\$ 81,643	\$ 85,779	\$ 97,376
27	27	\$ 75,480	\$ 76,966	\$ 83,116	\$ 87,340	\$ 99,174
28	28	\$ 76,875	\$ 78,405	\$ 84,683	\$ 88,997	\$ 101,072

Note: Teachers who are awaiting their South Carolina teacher certificate will be classified as “pending South Carolina certification” and will be paid based on a flat annual rate of \$43,888 (for 190 days). Once the South Carolina teacher certificate is received, the teacher’s salary will be adjusted to the appropriate level based on the above salary schedule and retroactive to the effective date of the certificate.

Beginning in 2025 – 2026, the State of South Carolina no longer recognizes Bachelors + 18. This scale will be maintained by ACPSD only to grandfather continuing employees from 2024 – 2025.

Teacher Scales - Daily Rates

School Year 2025 - 2026

Salary Step	Prior Yrs Exp	Class 3 Bachelors Degree	Class 2 Bachelors Degree +18	Class 1 Masters Degree	Class 7 Masters Degree + 30 Hours	Class 8 Doctorate Degree
E0	0	\$ 271.41	\$ 277.60	\$ 299.17	\$ 317.18	\$ 342.27
E1	1	\$ 271.41	\$ 277.60	\$ 299.17	\$ 317.18	\$ 342.27
E2	2	\$ 271.41	\$ 277.60	\$ 299.17	\$ 317.18	\$ 342.27
E3	3	\$ 271.41	\$ 277.60	\$ 299.17	\$ 317.18	\$ 342.27
4	4	\$ 274.87	\$ 280.97	\$ 301.76	\$ 320.54	\$ 347.35
5	5	\$ 280.29	\$ 286.40	\$ 307.79	\$ 326.57	\$ 355.40
6	6	\$ 285.92	\$ 292.02	\$ 313.82	\$ 332.59	\$ 363.43
7	7	\$ 291.35	\$ 297.44	\$ 319.84	\$ 338.61	\$ 371.47
8	8	\$ 296.98	\$ 303.07	\$ 325.88	\$ 344.64	\$ 379.51
9	9	\$ 302.40	\$ 308.50	\$ 331.91	\$ 350.68	\$ 387.55
10	10	\$ 308.02	\$ 314.12	\$ 337.94	\$ 356.72	\$ 395.58
11	11	\$ 313.46	\$ 319.54	\$ 343.96	\$ 362.74	\$ 403.63
12	12	\$ 319.08	\$ 325.18	\$ 349.98	\$ 368.76	\$ 411.67
13	13	\$ 324.51	\$ 330.60	\$ 356.01	\$ 374.80	\$ 419.70
14	14	\$ 330.14	\$ 336.24	\$ 362.05	\$ 380.82	\$ 427.74
15	15	\$ 335.56	\$ 341.66	\$ 368.07	\$ 386.86	\$ 435.77
16	16	\$ 341.19	\$ 347.28	\$ 374.11	\$ 392.89	\$ 443.82
17	17	\$ 346.61	\$ 352.72	\$ 380.14	\$ 398.91	\$ 451.86
18	18	\$ 349.55	\$ 355.76	\$ 383.48	\$ 402.44	\$ 455.93
19	19	\$ 352.52	\$ 358.82	\$ 386.81	\$ 406.00	\$ 460.03
20	20	\$ 355.51	\$ 361.92	\$ 390.21	\$ 409.60	\$ 464.19
21	21	\$ 358.54	\$ 365.04	\$ 393.64	\$ 413.23	\$ 468.38
22	22	\$ 364.69	\$ 371.40	\$ 400.59	\$ 420.61	\$ 476.89
23	23	\$ 370.93	\$ 377.86	\$ 407.66	\$ 428.09	\$ 485.54
24	24	\$ 377.29	\$ 384.44	\$ 414.86	\$ 435.73	\$ 494.35
25	25	\$ 383.78	\$ 391.15	\$ 422.21	\$ 443.53	\$ 503.34
26	26	\$ 390.41	\$ 397.99	\$ 429.70	\$ 451.47	\$ 512.51
27	27	\$ 397.26	\$ 405.08	\$ 437.45	\$ 459.68	\$ 521.97
28	28	\$ 404.61	\$ 412.66	\$ 445.70	\$ 468.41	\$ 531.96

JROTC Instructor Scales

School Year 2025 - 2026

Reflects Annual (12 month) Salary Amounts

YRS	E-6/7	E-8	E-9	W-4	0-3	0-4	0-5	0-6
0	\$ 52,677	\$ 56,739	\$ 61,705	\$ 64,495	\$ 64,676	\$ 73,435	\$ 82,532	\$ 90,420
1	\$ 54,327	\$ 58,548	\$ 62,707	\$ 65,554	\$ 65,740	\$ 74,675	\$ 83,953	\$ 91,287
2	\$ 56,043	\$ 60,433	\$ 63,734	\$ 66,636	\$ 66,826	\$ 75,936	\$ 85,400	\$ 92,164
3	\$ 57,822	\$ 61,900	\$ 64,778	\$ 67,740	\$ 67,933	\$ 77,227	\$ 86,881	\$ 92,972
4	\$ 59,679	\$ 63,413	\$ 65,843	\$ 68,864	\$ 69,063	\$ 78,543	\$ 88,015	\$ 93,869
5	\$ 61,604	\$ 64,454	\$ 66,930	\$ 70,011	\$ 70,213	\$ 79,882	\$ 89,159	\$ 94,774
6	\$ 63,109	\$ 65,511	\$ 68,040	\$ 71,181	\$ 71,389	\$ 81,250	\$ 90,326	\$ 95,689
7	\$ 64,656	\$ 66,591	\$ 69,169	\$ 72,377	\$ 72,585	\$ 82,645	\$ 91,508	\$ 96,533
8	\$ 66,253	\$ 67,695	\$ 70,325	\$ 73,595	\$ 73,808	\$ 83,715	\$ 92,708	\$ 97,468
9	\$ 67,349	\$ 68,822	\$ 71,498	\$ 74,836	\$ 75,054	\$ 84,796	\$ 93,928	\$ 98,414
10	\$ 68,463	\$ 69,967	\$ 72,701	\$ 76,102	\$ 76,327	\$ 85,899	\$ 94,835	\$ 99,284
11	\$ 69,606	\$ 71,136	\$ 73,925	\$ 77,397	\$ 77,626	\$ 87,012	\$ 95,750	\$ 100,162
12	\$ 70,768	\$ 72,331	\$ 75,172	\$ 78,714	\$ 78,945	\$ 88,148	\$ 96,676	\$ 101,136
13	\$ 71,953	\$ 73,546	\$ 76,448	\$ 80,058	\$ 80,298	\$ 89,294	\$ 97,614	\$ 102,124
14	\$ 73,162	\$ 74,788	\$ 77,743	\$ 81,428	\$ 81,672	\$ 90,463	\$ 98,563	\$ 103,117
15	\$ 74,398	\$ 76,055	\$ 79,072	\$ 82,826	\$ 83,075	\$ 91,646	\$ 99,521	\$ 104,035
16	\$ 75,655	\$ 77,347	\$ 80,423	\$ 84,255	\$ 84,508	\$ 92,851	\$ 100,489	\$ 105,053
17	\$ 76,939	\$ 78,662	\$ 81,803	\$ 85,710	\$ 85,968	\$ 94,069	\$ 101,468	\$ 106,082
18	\$ 78,247	\$ 80,008	\$ 83,209	\$ 87,195	\$ 87,455	\$ 95,309	\$ 102,461	\$ 107,029
19	\$ 79,581	\$ 81,378	\$ 84,644	\$ 88,710	\$ 88,976	\$ 96,568	\$ 103,461	\$ 107,985
20	\$ 80,944	\$ 82,776	\$ 86,107	\$ 90,252	\$ 90,524	\$ 97,844	\$ 104,473	\$ 109,048
21	\$ 81,638	\$ 83,488	\$ 86,852	\$ 91,040	\$ 91,314	\$ 98,708	\$ 105,403	\$ 110,022
22	\$ 83,049	\$ 84,935	\$ 88,367	\$ 92,639	\$ 92,918	\$ 100,461	\$ 107,291	\$ 112,003
23	\$ 83,765	\$ 85,669	\$ 89,136	\$ 93,451	\$ 93,732	\$ 101,352	\$ 108,250	\$ 113,008
24	\$ 85,210	\$ 87,154	\$ 90,689	\$ 95,090	\$ 95,377	\$ 103,150	\$ 110,185	\$ 115,039
25	\$ 86,685	\$ 88,666	\$ 92,273	\$ 96,763	\$ 97,055	\$ 104,984	\$ 112,159	\$ 117,111
26	\$ 88,189	\$ 90,210	\$ 93,889	\$ 98,469	\$ 98,767	\$ 106,854	\$ 114,172	\$ 119,223
27	\$ 89,758	\$ 91,819	\$ 95,571	\$ 100,243	\$ 100,548	\$ 108,796	\$ 116,261	\$ 121,413
28	\$ 91,423	\$ 93,525	\$ 97,353	\$ 102,118	\$ 102,429	\$ 110,842	\$ 118,456	\$ 123,711

New employees will be given credit for prior years' teaching experience in a JROTC program or placed at the step in the applicable grade closest to the minimum salary established by the Department of the Navy or Department of the Army, whichever is higher. No employee will earn less than his/her minimum instructor salary amount. Should an instructor be paid at step 28 of his/her respective grade and still not meet the minimum salary requirement, the employee's salary will be adjusted to the minimum required amount.

General Information – Salary and Hourly Scales

- No administrator is authorized to negotiate pay with any employee. The pay of new employees will be based upon the guidelines of the salary schedule and within advertised salary ranges. The Human Resources department shall verify that all job posting salary ranges are consistent with and appropriate for the established schedule.
- Pay level advances are not automatic. Pay level increases will become effective July 1, if approved by the School Board. New employees appointed after December 31 do not qualify for a step on July 1 and are not eligible for pay level increases until the following July. New employees appointed after December 31 will be eligible for cost-of-living adjustments. Employees who are classified as active but had not worked prior to December 31, unless as result of a workers compensation matter, will not qualify for a step.
- Step level pay for employees on the teacher scale will be based on degree and years of experience per the teacher certificate. Any midyear change in degree will be paid retroactive to the effective date of that change. Any mid-year change in years of experience will be retroactive to the start of the school year.
- In accordance with SC Department of Education guidelines, bus drivers' step eligibility is determined by a bus driver performing duties for at least 152 days each year, including summer school or other programming outside of the normal school year.
- In the event of a promotion, the new pay level will be based on service credit placement or the equivalent of a two-step (4.66%) increase, whichever is more beneficial to the employee. This determination will consider base pay only (in other words, no stipends, supplements, or extra duty). Employees promoted after December 31 do not qualify for a step on July 1 and are not eligible for pay level increases until the following July.
- Step placement for any current employee who moves from a position on a higher hourly/salary pay scale to a position on a lower hourly/salary pay scale will be based on the service credit calculation or the pay step for the departed position, whichever is more beneficial to the employee. [Note: This handling is also used for movements from the teacher scale.]
- Beginning with the adoption of the new pay tables for 2025 – 2026, any move by principal into a director position on pay table 130 will be treated as follows: elementary and middle school as a promotion, high school principals as a lateral move.
- To be competitive, or when an applicant's training, experience and/or other qualifications are substantially above those required for a position, the District Superintendent may submit a request for higher step placement to the School Board for consideration and approval.
- The School Board has delegated authority to the District Superintendent to provide up to two steps without additional School Board approval.
- An employee (non-teacher scale) receiving his/her Doctorate or Masters + 30 degree after initial placement on the salary scale will be credited for the advanced degree, with two steps given for a Doctorate or one step given for a Masters + 30. An individual currently with a Masters + 30 degree and

receiving his/her Doctorate will receive a one-step increase.

- Psychologist interns will be paid equal to one half of the psychologist scale step 1.
- Speech positions will be paid as follows:
 - Speech language pathologists with CCC: Will be paid one step above certificate up to Doctorate (example: Masters + 30 degree will be paid at Doctorate, Masters will be paid at Masters + 30)
 - Speech therapists Will be paid based on degree
 - SLP assistants Will be paid on the bachelors scale
- Leave cannot be used to extend an effective date for an outgoing employee.
- The effective date will be determined by last day worked for an employee with less than five years' current experience with the district who submits his/her resignation or retirement prior to or during a holiday break if not returning to work at the conclusion of the break.
- While it is our expectation that all pay be accurate, there will be occasional incorrect payments due to paperwork delays, sudden resignations, errors, etc. Employees who become aware of incorrect pay, whether to their detriment or benefit, should bring those matters to the attention of the Payroll department. Measures will be taken to remedy these matters as soon as reasonably possible. Regardless of the circumstance, the District will make all reasonable efforts to recoup any overpayment.
- Effective 2025 – 2026, rehired-retiree teachers are not grandfathered and not eligible for bachelors + 18 placement.

Pay Procedures

The initial paycheck for anyone hired, promoted, or returning from leave without pay will bring his or her paycheck current. This paycheck could be larger or smaller than a typical paycheck depending on timing. Pay for the remainder of the year will be on the normal pay schedule.

Generally, pay cycles are:

- 12-month employees July – June
- <12-month employees August – July

Anyone transitioning from a <12-month position to 12-months, at year end, would receive his/her last two paychecks from the preceding year and first two paychecks for the new year during July. Anyone transitioning from a 12-month position to <12-months, at year end, would receive his/her final paycheck of the preceding year on the June 20th payroll and the first check of the new year on the August 5th payroll; July would be a “gap month” possibly offset by the vacation offset, if any unused vacation days had been accrued as of June 30. Mid-year impacts for changes in pay cycle will vary depending on timing.

Pay Dates

Employees are paid semi-monthly on the 5th and 20th with the exception of the months of December and January in order to accommodate the holiday work schedule. The pay date is adjusted when the 5th or 20th falls on a holiday or weekend.

Year 2025 - 2026 pay dates are as follow:

July 3, 2025

July 18, 2025

August 5, 2025

August 20, 2025

September 5, 2025

September 19, 2025

October 2, 2025

October 20, 2025

November 5, 2025

November 20, 2025

December 4, 2025

December 11, 2025

December 18, 2025

January 20, 2026

February 5, 2026

February 20, 2026

March 5, 2026

March 20, 2026

April 2, 2026

April 20, 2026

May 5, 2026

May 20, 2026

June 4, 2026

June 18, 2026

Other Pay Tables

Following the conclusion of a salary study, new pay tables (each with a step range of 1 – 20) have been implemented as shown in subsequent pages.

TABLE	TITLE	ANNUAL MINIMUM	ANNUAL MAXIMUM	HOURLY MINIMUM	HOURLY MAXIMUM
101	BUS MONITOR	\$24,455	\$37,856	\$11.76	\$18.20
102	SP ED BUS MONITOR	\$25,677	\$39,748	\$12.34	\$19.11
104	COURIER	\$28,309	\$43,822	\$13.61	\$21.07
105	CNP OPERATOR CUSTODIAN	\$29,724	\$46,013	\$14.29	\$22.12
106	GROUNDS MAINTENANCE WORKER WAREHOUSEMAN/DRIVER	\$31,211	\$48,314	\$15.01	\$23.23
107	4K AIDE BEHAVIOR MODIFICATION ROOM AIDE CHARACTER COACH AIDE IN-SCHOOL SUSPENSION AIDE INSTRUCTIONAL AIDE KINDERGARTEN AIDE MEDIA AIDE PARENT INVOLVEMENT AIDE CARPENTER HELPER HEAD CUSTODIAN PLUMBER HELPER	\$32,771	\$50,729	\$15.76	\$24.39

TABLE	TITLE	ANNUAL MINIMUM	ANNUAL MAXIMUM	HOURLY MINIMUM	HOURLY MAXIMUM
108	SAFETY MONITOR STUDENT SERVICE WORKER I	\$34,410	\$53,266	\$16.55	\$25.61
109	BEHAVIOR TECHNICIAN - XSEL BLDG & GROUNDS SUPERVISOR GLAZIER MASON PAINTER REGISTRAR ROOFER SCHOOL BOOKKEEPER SECRETARY SPECIAL PROGRAMS SECRETARY STADIUM MAINTENANCE WORKER GUIDANCE CLERK	\$36,130	\$55,929	\$17.37	\$26.89
110	ACCOUNTING ASSOCIATE ACCOUNTS PAYABLE ASSOCIATE AUTISM SERVICE AIDE I MATERIALS CENTER CLERK MEALS BENEFIT CLERK PROCUREMENT CLERK STUDENT INFORMATION CLERK SP ED CLERK CNP MANAGER DATA ENTRY ASSOCIATE DISPATCHER/SECRETARY FEDERAL PROGRAMS BOOKKEEPER FOREIGN LANGUAGE INTERPRETER INVENTORY CONTROL ASSOCIATE PREVENTATIVE MAINTENANCE MECHANIC RECEPTIONIST REIMBURSEMENT CLAIMS ASSOCIATE	\$37,936	\$58,726	\$18.24	\$28.23

TABLE	TITLE	ANNUAL MINIMUM	ANNUAL MAXIMUM	HOURLY MINIMUM	HOURLY MAXIMUM
110	SIGN LANGUAGE FACILITATOR I SP ED AIDE SP ED INTERPRETER I SPECIAL PROGRAMS BOOKKEEPER	\$37,936	\$58,726	\$18.24	\$28.23
111	AUTO MECHANIC HR ASSOCIATE LEVEL BOOKKEEPER PAYROLL ASSOCIATE POWERSCHOOL ASSOCIATE	\$39,833	\$61,662	\$19.15	\$29.65
112	ADMINISTRATIVE ASSISTANT TO CHIEF AUTISM SERVICE AIDE II BUS DRIVER CARPENTER HOME VISITOR HVAC TECHNICIAN LOCKSMITH MATERIALS EXPEDITOR PLUMBER PROJECT SEARCH JOB COACH REFRIGERATION MECHANIC SPED ED BEHAVIOR SUPPORT LEAD STUDENT SERVICE WORKER II	\$41,825	\$64,745	\$20.10	\$31.13
113	COMPUTER TECHNICIAN ELECTRICIAN ELECTRONICS TECHNICIAN SP ED BUS DRIVER	\$43,916	\$67,983	\$21.12	\$32.68

TABLE	TITLE	ANNUAL MINIMUM	ANNUAL MAXIMUM	HOURLY MINIMUM	HOURLY MAXIMUM
114	CUSTODIAL NIGHT SHIFT FIELD SUPERVISOR	\$46,112	\$71,382	\$22.17	\$34.32
115	CNP FIELD SUPERVISOR	\$48,418	\$74,951	\$23.28	\$36.03
116	TRANSPORTATION SUPERVISOR	\$50,839	\$78,699	\$24.44	\$37.84
117	GENERAL FOREMAN MAINTENANCE OFFICE MANAGER MATERIALS CENTER MANAGER <u>SECURITY MANAGER</u>	\$53,380	\$82,633	\$25.66	\$39.73
118	PAYROLL MANAGER ADMINISTRATIVE ASSISTANT TO BOARD/SUPERINTENDENT	\$56,049	\$86,765	\$26.95	\$41.71
119	BEHAVIOR & TRANSITION SPECIALIST INTERNAL AUDITOR NETWORK TECHNICIAN TECHNOLOGY SPECIALIST TELECOMMUNICATIONS SPECIALIST SPECIAL REVENUE ACCOUNTANT BUDGET SPECIALIST HRIS SPECIALIST <u>WEBMASTER/VIDEOGRAPHER</u>	\$58,852	\$91,103	\$28.29	\$43.80
120	CAREER SPECIALIST ATTENDANCE SUPERVISOR PROCUREMENT SUPERVISOR	\$61,795	\$95,658	\$29.71	\$45.99

TABLE	TITLE	ANNUAL MINIMUM	ANNUAL MAXIMUM	HOURLY MINIMUM	HOURLY MAXIMUM
121	SP ED INTERPRETER II CLASSIFIED RECRUITING & STAFF SPECIALIST SUPERVISOR OF ACCOUNTING SYSTEM SUPERVISOR OF PAYROLL SERVICES <u>MAINTENANCE SUPERVISOR</u>	\$64,884	\$100,441	\$31.19	\$48.29
122	NURSE RN SIGN LANGUAGE FACILITATOR II	\$68,129	\$105,463	\$32.75	\$50.70
124	COLLEGE & CAREER NAVIGATOR CERTIFICATION & EVALUATION COORDINATOR CNP COORDINATOR COMMUNICATIONS COORDINATOR DISTRICT TESTING COORDINATOR ED TECH COORDINATOR TEACHING & LEARNING COORDINATOR FACILITIES CONSTRUCTION COORDINATOR HR EMPLOYEE RELATIONS COORDINATOR IPS COORDINATOR PROFESSIONAL DEVELOPMENT COORDINATOR SOCIAL SERVICES COORDINATOR STUDENT INFO SYSTEMS COORDINATOR VIRTUAL LEARNING COORDINATOR NURSING SERVICES COORDINATOR <u>MAINTENANCE SYSTEMS COORDINATOR</u> HEARING OFFICER LEAD ATTENDANCE SUPERVISOR SP ED COORDINATOR SPECIAL PROGRAMS COUNSELOR TECHNOLOGY ADMINISTRATOR <u>ASSISTANT DIRECTOR OF TRANSPORTATION</u>	\$75,112	\$116,273	\$36.11	\$55.90

TABLE	TITLE	ANNUAL MINIMUM	ANNUAL MAXIMUM	HOURLY MINIMUM	HOURLY MAXIMUM
125		\$78,867	\$122,087	\$37.92	\$58.70
	ASSISTANT PRINCIPAL - 210 DAYS (NOT PRORATED)				
126		\$82,811	\$128,191	\$39.81	\$61.63
	BEHAVIOR INTERVENTIONIST				
	BEHAVIOR SPECIALIST				
	OCCUPATIONAL THERAPIST/PHYSICAL THERAPIST				
127		\$86,951	\$134,600	\$41.80	\$64.71
	ASSISTANT PRINCIPAL - 220 DAYS (NOT PRORATED)				
	ASSISTANT DIRECTOR OF FACILITIES CONSTRUCTION				
128		\$91,299	\$141,331	\$43.89	\$67.95
	SCHOOL PSYCHOLOGIST				
129		\$95,864	\$148,397	\$46.09	\$71.34
	DIRECTOR OF ADULT EDUCATION				
	DIRECTOR OF PROCUREMENT				
	DIRECTOR OF SECURITY & EMERGENCY MANAGEMENT				
	DIRECTOR OF TRANSPORTATION				
	DIRECTOR OF XSEL				
	DIRECTOR OF MLL				
	DIRECTOR OF SOAR				
	DIRECTOR OF ELEMENTARY TEACHING & LEARNING				
	DIRECTOR OF SECONDARY TEACHING & LEARNING				
	<u>DIRECTOR OF COUNSELING SERVICES</u>				
	<u>DIRECTOR OF TECHNOLOGY (2)</u>				
	<u>DIRECTOR OF SPECIAL EDUCATION (3)</u>				
130		\$100,657	\$155,817	\$48.39	\$74.91
	DIRECTOR OF ACCOUNTABILITY & ASSESSMENT				
	DIRECTOR OF ADMINISTRATIVE SERVICES				
	DIRECTOR OF BUSINESS SERVICES				
	DIRECTOR OF FEDERAL PROGRAMS				
	DIRECTOR OF MAINTENANCE & OPERATIONS				

TABLE	TITLE	ANNUAL MINIMUM	ANNUAL MAXIMUM	HOURLY MINIMUM	HOURLY MAXIMUM
130	<u>DIRECTOR OF HUMAN RESOURCES</u> PRINCIPAL - ELEMENTARY	\$100,657	\$155,817	\$48.39	\$74.91
131	PRINCIPAL - MIDDLE	\$105,690	\$163,608	\$50.81	\$78.66
133	PRINCIPAL - HIGH	\$116,524	\$180,378	\$56.02	\$86.72
135	ASSISTANT SUPERINTENDENT - SPECIAL EDUCATION ASSISTANT SUPERINTENDENT - ELEMENTARY ASSISTANT SUPERINTENDENT - MIDDLE ASSISTANT SUPERINTENDENT - HIGH EXECUTIVE DIRECTOR OF TECHNOLOGY <u>EXECUTIVE DIRECTOR OF CTE</u> <u>EXECUTIVE DIRECTOR OF COMMUNICATIONS</u> <u>EXECUTIVE DIRECTOR OF FACILITIES CONSTRUCTION</u> <u>EXECUTIVE DIRECTOR OF STUDENT SERVICES</u>	\$128,467	\$198,867	\$61.76	\$95.61
138	CHIEF FINANCIAL OFFICER CHIEF OFFICER OF INSTRUCTION CHIEF OFFICER OF OPERATIONS CHIEF OFFICER ADMIN/HR	\$148,716	\$230,213	\$71.50	\$110.68

Note: The annual minimum and annual maximum reflect pay based on 12 months/8 hours. Actual pay would be prorated for any position or employee working fewer days and/or hours. Assistants principals are not prorated unless someone is employed at less than 1.0 FTE.

Pay Steps & Annual Pay

TABLE	1	2	3	4	5	6	7	8	9	10
101	\$ 24,455	\$ 25,023	\$ 25,605	\$ 26,201	\$ 26,811	\$ 27,434	\$ 28,073	\$ 28,726	\$ 29,394	\$ 30,078
102	\$ 25,677	\$ 26,275	\$ 26,886	\$ 27,511	\$ 28,151	\$ 28,806	\$ 29,476	\$ 30,161	\$ 30,863	\$ 31,581
104	\$ 28,309	\$ 28,968	\$ 29,642	\$ 30,331	\$ 31,036	\$ 31,758	\$ 32,497	\$ 33,253	\$ 34,026	\$ 34,818
105	\$ 29,725	\$ 30,416	\$ 31,124	\$ 31,848	\$ 32,588	\$ 33,346	\$ 34,122	\$ 34,916	\$ 35,728	\$ 36,559
106	\$ 31,211	\$ 31,937	\$ 32,680	\$ 33,440	\$ 34,218	\$ 35,014	\$ 35,828	\$ 36,661	\$ 37,514	\$ 38,387
107	\$ 32,771	\$ 33,534	\$ 34,314	\$ 35,112	\$ 35,929	\$ 36,764	\$ 37,619	\$ 38,494	\$ 39,390	\$ 40,306
108	\$ 34,410	\$ 35,210	\$ 36,029	\$ 36,867	\$ 37,725	\$ 38,603	\$ 39,500	\$ 40,419	\$ 41,359	\$ 42,321
109	\$ 36,131	\$ 36,971	\$ 37,831	\$ 38,711	\$ 39,611	\$ 40,533	\$ 41,475	\$ 42,440	\$ 43,427	\$ 44,437
110	\$ 37,937	\$ 38,820	\$ 39,722	\$ 40,646	\$ 41,592	\$ 42,559	\$ 43,549	\$ 44,562	\$ 45,599	\$ 46,659
111	\$ 39,834	\$ 40,760	\$ 41,709	\$ 42,679	\$ 43,671	\$ 44,687	\$ 45,727	\$ 46,790	\$ 47,879	\$ 48,992
112	\$ 41,826	\$ 42,799	\$ 43,794	\$ 44,813	\$ 45,855	\$ 46,922	\$ 48,013	\$ 49,130	\$ 50,273	\$ 51,442
113	\$ 43,917	\$ 44,938	\$ 45,984	\$ 47,053	\$ 48,148	\$ 49,268	\$ 50,414	\$ 51,586	\$ 52,786	\$ 54,014
114	\$ 46,113	\$ 47,185	\$ 48,283	\$ 49,406	\$ 50,555	\$ 51,731	\$ 52,934	\$ 54,166	\$ 55,425	\$ 56,715
115	\$ 48,418	\$ 49,545	\$ 50,697	\$ 51,876	\$ 53,083	\$ 54,318	\$ 55,581	\$ 56,874	\$ 58,197	\$ 59,550
116	\$ 50,839	\$ 52,022	\$ 53,232	\$ 54,470	\$ 55,737	\$ 57,033	\$ 58,360	\$ 59,718	\$ 61,107	\$ 62,528
117	\$ 53,381	\$ 54,623	\$ 55,893	\$ 57,194	\$ 58,524	\$ 59,885	\$ 61,278	\$ 62,703	\$ 64,162	\$ 65,654
118	\$ 56,050	\$ 57,354	\$ 58,688	\$ 60,053	\$ 61,450	\$ 62,879	\$ 64,342	\$ 65,839	\$ 67,370	\$ 68,937
119	\$ 58,853	\$ 60,222	\$ 61,623	\$ 63,056	\$ 64,523	\$ 66,023	\$ 67,559	\$ 69,131	\$ 70,738	\$ 72,384
120	\$ 61,796	\$ 63,233	\$ 64,704	\$ 66,209	\$ 67,749	\$ 69,325	\$ 70,937	\$ 72,587	\$ 74,275	\$ 76,003
121	\$ 64,885	\$ 66,395	\$ 67,939	\$ 69,519	\$ 71,136	\$ 72,791	\$ 74,484	\$ 76,216	\$ 77,989	\$ 79,803
122	\$ 68,130	\$ 69,714	\$ 71,336	\$ 72,995	\$ 74,693	\$ 76,430	\$ 78,208	\$ 80,027	\$ 81,889	\$ 83,793
124	\$ 75,113	\$ 76,860	\$ 78,648	\$ 80,477	\$ 82,349	\$ 84,264	\$ 86,224	\$ 88,230	\$ 90,282	\$ 92,382
125	\$ 78,869	\$ 80,703	\$ 82,580	\$ 84,501	\$ 86,466	\$ 88,478	\$ 90,536	\$ 92,642	\$ 94,796	\$ 97,001
126	\$ 82,812	\$ 84,738	\$ 86,709	\$ 88,726	\$ 90,790	\$ 92,902	\$ 95,062	\$ 97,274	\$ 99,536	\$ 101,851
127	\$ 86,953	\$ 88,975	\$ 91,045	\$ 93,162	\$ 95,329	\$ 97,547	\$ 99,816	\$ 102,137	\$ 104,513	\$ 106,944
128	\$ 91,300	\$ 93,424	\$ 95,597	\$ 97,820	\$ 100,096	\$ 102,424	\$ 104,806	\$ 107,244	\$ 109,739	\$ 112,291
129	\$ 95,865	\$ 98,095	\$ 100,377	\$ 102,711	\$ 105,101	\$ 107,545	\$ 110,047	\$ 112,606	\$ 115,226	\$ 117,906
130	\$ 100,658	\$ 103,000	\$ 105,396	\$ 107,847	\$ 110,356	\$ 112,922	\$ 115,549	\$ 118,237	\$ 120,987	\$ 123,801
131	\$ 105,691	\$ 108,150	\$ 110,665	\$ 113,239	\$ 115,873	\$ 118,569	\$ 121,326	\$ 124,148	\$ 127,036	\$ 129,991
133	\$ 116,525	\$ 119,235	\$ 122,008	\$ 124,846	\$ 127,750	\$ 130,722	\$ 133,762	\$ 136,874	\$ 140,057	\$ 143,315
135	\$ 128,468	\$ 131,457	\$ 134,514	\$ 137,643	\$ 140,845	\$ 144,121	\$ 147,473	\$ 150,903	\$ 154,413	\$ 158,005
138	\$ 148,718	\$ 152,178	\$ 155,717	\$ 159,339	\$ 163,045	\$ 166,838	\$ 170,718	\$ 174,689	\$ 178,753	\$ 182,910

Note: Steps do not equal years of experience. The above amounts represent pay based on 12 months/8 hours and would be prorated when necessary.

Pay Steps & Annual Pay

TABLE	11		12		13		14		15		16		17		18		19		20	
101	\$	30,777	\$	31,493	\$	32,226	\$	32,976	\$	33,743	\$	34,528	\$	35,331	\$	36,153	\$	36,995	\$	37,856
102	\$	32,315	\$	33,067	\$	33,836	\$	34,623	\$	35,429	\$	36,253	\$	37,096	\$	37,959	\$	38,842	\$	39,748
104	\$	35,628	\$	36,456	\$	37,304	\$	38,172	\$	39,060	\$	39,969	\$	40,898	\$	41,850	\$	42,823	\$	43,822
105	\$	37,409	\$	38,279	\$	39,170	\$	40,081	\$	41,013	\$	41,967	\$	42,943	\$	43,942	\$	44,964	\$	46,013
106	\$	39,280	\$	40,193	\$	41,128	\$	42,085	\$	43,064	\$	44,065	\$	45,090	\$	46,139	\$	47,212	\$	48,314
107	\$	41,244	\$	42,203	\$	43,185	\$	44,189	\$	45,217	\$	46,269	\$	47,345	\$	48,446	\$	49,573	\$	50,729
108	\$	43,306	\$	44,313	\$	45,344	\$	46,398	\$	47,478	\$	48,582	\$	49,712	\$	50,868	\$	52,052	\$	56,266
109	\$	45,471	\$	46,529	\$	47,611	\$	48,718	\$	49,852	\$	51,011	\$	52,198	\$	53,412	\$	54,654	\$	55,929
110	\$	47,745	\$	48,855	\$	49,991	\$	51,154	\$	52,344	\$	53,562	\$	54,808	\$	56,082	\$	57,387	\$	58,726
111	\$	50,132	\$	51,298	\$	52,491	\$	53,712	\$	54,961	\$	56,240	\$	57,548	\$	58,886	\$	60,256	\$	61,662
112	\$	52,638	\$	53,863	\$	55,116	\$	56,398	\$	57,709	\$	59,052	\$	60,425	\$	61,831	\$	63,269	\$	64,745
113	\$	55,270	\$	56,556	\$	57,871	\$	59,217	\$	60,595	\$	62,004	\$	63,447	\$	64,922	\$	66,432	\$	67,983
114	\$	58,034	\$	59,384	\$	60,765	\$	62,178	\$	63,625	\$	65,105	\$	66,619	\$	68,168	\$	69,754	\$	1,382
115	\$	60,936	\$	62,353	\$	63,803	\$	65,287	\$	66,806	\$	68,360	\$	69,950	\$	71,577	\$	73,242	\$	74,951
116	\$	63,982	\$	65,471	\$	66,993	\$	68,552	\$	70,146	\$	71,778	\$	73,447	\$	75,156	\$	76,904	\$	78,699
117	\$	67,181	\$	68,744	\$	70,343	\$	71,979	\$	73,653	\$	75,367	\$	77,120	\$	78,913	\$	80,749	\$	82,633
118	\$	70,541	\$	72,181	\$	73,860	\$	75,578	\$	77,336	\$	79,135	\$	80,976	\$	82,859	\$	84,786	\$	86,765
119	\$	74,068	\$	75,790	\$	77,553	\$	79,357	\$	81,203	\$	83,092	\$	85,024	\$	87,002	\$	89,026	\$	91,103
120	\$	77,771	\$	79,580	\$	81,431	\$	83,325	\$	85,263	\$	87,246	\$	89,276	\$	91,352	\$	93,477	\$	95,658
121	\$	81,659	\$	83,559	\$	85,502	\$	87,491	\$	89,526	\$	91,609	\$	93,739	\$	95,920	\$	98,151	\$	100,441
122	\$	85,742	\$	87,737	\$	89,778	\$	91,866	\$	94,003	\$	96,189	\$	98,426	\$	100,716	\$	103,058	\$	105,463
124	\$	94,531	\$	96,730	\$	98,980	\$	101,282	\$	103,638	\$	106,048	\$	108,515	\$	111,039	\$	113,622	\$	116,273
125	\$	99,258	\$	101,566	\$	103,929	\$	106,346	\$	108,820	\$	111,351	\$	113,941	\$	116,591	\$	119,303	\$	122,087
126	\$	104,220	\$	106,645	\$	109,125	\$	111,663	\$	114,261	\$	116,918	\$	119,638	\$	122,421	\$	125,268	\$	128,191
127	\$	109,431	\$	111,977	\$	114,581	\$	117,247	\$	119,974	\$	122,764	\$	125,620	\$	128,542	\$	131,532	\$	134,600
128	\$	114,903	\$	117,576	\$	120,310	\$	123,109	\$	125,972	\$	128,903	\$	131,901	\$	134,969	\$	138,108	\$	141,331
129	\$	120,648	\$	123,454	\$	126,326	\$	129,264	\$	132,271	\$	135,348	\$	138,496	\$	141,717	\$	145,014	\$	148,397
130	\$	126,681	\$	129,627	\$	132,642	\$	135,728	\$	138,885	\$	142,115	\$	145,421	\$	148,803	\$	152,264	\$	155,817
131	\$	133,015	\$	136,109	\$	139,274	\$	142,514	\$	145,829	\$	149,221	\$	152,692	\$	156,243	\$	159,878	\$	163,608
133	\$	146,649	\$	150,060	\$	153,550	\$	157,122	\$	160,776	\$	164,516	\$	168,343	\$	172,258	\$	176,265	\$	180,378
135	\$	161,680	\$	165,441	\$	169,289	\$	173,227	\$	177,256	\$	181,379	\$	185,598	\$	189,915	\$	194,332	\$	198,867
138	\$	187,165	\$	191,518	\$	195,973	\$	200,531	\$	205,196	\$	209,969	\$	214,853	\$	219,850	\$	224,964	\$	230,213

Note: Steps do not equal years of experience. The above amounts represent pay based on 12 months/8 hours and would be prorated when necessary.

Pay Steps & Hourly Rates

TABLE	1		2		3		4		5		6		7		8		9		10	
101	\$	11.76	\$	12.03	\$	12.31	\$	12.60	\$	12.89	\$	13.19	\$	13.50	\$	13.81	\$	14.13	\$	14.46
102	\$	12.34	\$	12.63	\$	12.93	\$	13.23	\$	13.53	\$	13.85	\$	14.17	\$	14.50	\$	14.84	\$	15.18
104	\$	13.61	\$	13.93	\$	14.25	\$	14.58	\$	14.92	\$	15.27	\$	15.62	\$	15.99	\$	16.36	\$	16.74
105	\$	14.29	\$	14.62	\$	14.96	\$	15.31	\$	15.67	\$	16.03	\$	16.40	\$	16.79	\$	17.18	\$	17.58
106	\$	15.01	\$	15.35	\$	15.71	\$	16.08	\$	16.45	\$	16.83	\$	17.23	\$	17.63	\$	18.04	\$	18.46
107	\$	15.76	\$	16.12	\$	16.50	\$	16.88	\$	17.27	\$	17.68	\$	18.09	\$	18.51	\$	18.94	\$	19.38
108	\$	16.55	\$	16.93	\$	17.32	\$	17.72	\$	18.14	\$	18.56	\$	18.99	\$	19.43	\$	19.88	\$	20.35
109	\$	17.37	\$	17.77	\$	18.19	\$	18.61	\$	19.04	\$	19.49	\$	19.94	\$	20.40	\$	20.88	\$	21.36
110	\$	18.24	\$	18.66	\$	19.10	\$	19.54	\$	20.00	\$	20.46	\$	20.94	\$	21.42	\$	21.92	\$	22.43
111	\$	19.15	\$	19.60	\$	20.05	\$	20.52	\$	21.00	\$	21.48	\$	21.98	\$	22.50	\$	23.02	\$	23.55
112	\$	20.10	\$	20.58	\$	21.05	\$	21.54	\$	22.05	\$	22.56	\$	23.08	\$	23.62	\$	24.17	\$	24.73
113	\$	21.12	\$	21.61	\$	22.11	\$	22.62	\$	23.15	\$	23.69	\$	24.24	\$	24.80	\$	25.38	\$	25.97
114	\$	22.17	\$	22.69	\$	23.21	\$	23.75	\$	24.31	\$	24.87	\$	25.45	\$	26.04	\$	26.65	\$	27.27
115	\$	23.28	\$	23.82	\$	24.37	\$	24.94	\$	25.52	\$	26.11	\$	26.72	\$	27.34	\$	27.98	\$	28.63
116	\$	24.44	\$	25.01	\$	25.59	\$	26.19	\$	26.80	\$	27.42	\$	28.06	\$	28.71	\$	29.38	\$	30.06
117	\$	25.66	\$	26.26	\$	26.87	\$	27.50	\$	28.14	\$	28.79	\$	29.46	\$	30.15	\$	30.85	\$	31.56
118	\$	26.95	\$	27.57	\$	28.22	\$	28.87	\$	29.54	\$	30.23	\$	30.93	\$	31.65	\$	32.39	\$	33.14
119	\$	28.29	\$	28.95	\$	29.63	\$	30.32	\$	31.02	\$	31.74	\$	32.48	\$	33.24	\$	34.01	\$	34.80
120	\$	29.71	\$	30.40	\$	31.11	\$	31.83	\$	32.57	\$	33.33	\$	34.10	\$	34.90	\$	35.71	\$	36.54
121	\$	31.19	\$	31.92	\$	32.66	\$	33.42	\$	34.20	\$	35.00	\$	35.81	\$	36.64	\$	37.49	\$	38.37
122	\$	32.75	\$	33.52	\$	34.30	\$	35.09	\$	35.91	\$	36.75	\$	37.60	\$	38.47	\$	39.37	\$	40.29
124	\$	36.11	\$	36.95	\$	37.81	\$	38.69	\$	39.59	\$	40.51	\$	41.45	\$	42.42	\$	43.40	\$	44.41
125	\$	37.92	\$	38.80	\$	39.70	\$	40.63	\$	41.57	\$	42.54	\$	43.53	\$	44.54	\$	45.58	\$	46.64
126	\$	39.81	\$	40.74	\$	41.69	\$	42.66	\$	43.65	\$	44.66	\$	45.70	\$	46.77	\$	47.85	\$	48.97
127	\$	41.80	\$	42.78	\$	43.77	\$	44.79	\$	45.83	\$	46.90	\$	47.99	\$	49.10	\$	50.25	\$	51.42
128	\$	43.89	\$	44.92	\$	45.96	\$	47.03	\$	48.12	\$	49.24	\$	50.39	\$	51.56	\$	52.76	\$	53.99
129	\$	46.09	\$	47.16	\$	48.26	\$	49.38	\$	50.53	\$	51.70	\$	52.91	\$	54.14	\$	55.40	\$	56.69
130	\$	48.39	\$	49.52	\$	50.67	\$	51.85	\$	53.06	\$	54.29	\$	55.55	\$	56.84	\$	58.17	\$	59.52
131	\$	50.81	\$	52.00	\$	53.20	\$	54.44	\$	55.71	\$	57.00	\$	58.33	\$	59.69	\$	61.08	\$	62.50
133	\$	56.02	\$	57.32	\$	58.66	\$	60.02	\$	61.42	\$	62.85	\$	64.31	\$	65.80	\$	67.34	\$	68.90
135	\$	61.76	\$	63.20	\$	64.67	\$	66.17	\$	67.71	\$	69.29	\$	70.90	\$	72.55	\$	74.24	\$	75.96
138	\$	71.50	\$	73.16	\$	74.86	\$	76.61	\$	78.39	\$	80.21	\$	82.08	\$	83.99	\$	85.94	\$	87.94

Note: Steps do not equal years of experience.

Pay Steps & Hourly Rates

TABLE	11		12		13		14		15		16		17		18		19		20	
101	\$	14.80	\$	15.14	\$	15.49	\$	15.85	\$	16.22	\$	16.60	\$	16.99	\$	17.38	\$	17.79	\$	18.20
102	\$	15.54	\$	15.90	\$	16.27	\$	16.65	\$	17.03	\$	17.43	\$	17.83	\$	18.25	\$	18.67	\$	19.11
104	\$	17.13	\$	17.53	\$	17.93	\$	18.35	\$	18.78	\$	19.22	\$	19.66	\$	20.12	\$	20.59	\$	21.07
105	\$	17.99	\$	18.40	\$	18.83	\$	19.27	\$	19.72	\$	20.18	\$	20.65	\$	21.13	\$	21.62	\$	22.12
106	\$	18.88	\$	19.32	\$	19.77	\$	20.23	\$	20.70	\$	21.19	\$	21.68	\$	22.18	\$	22.70	\$	23.23
107	\$	19.83	\$	20.29	\$	20.76	\$	21.24	\$	21.74	\$	22.24	\$	22.76	\$	23.29	\$	23.83	\$	24.39
108	\$	20.82	\$	21.30	\$	21.80	\$	22.31	\$	22.83	\$	23.36	\$	23.90	\$	24.46	\$	25.02	\$	25.61
109	\$	21.86	\$	22.37	\$	22.89	\$	23.42	\$	23.97	\$	24.52	\$	25.10	\$	25.68	\$	26.28	\$	26.89
110	\$	22.95	\$	23.49	\$	24.03	\$	24.59	\$	25.17	\$	25.75	\$	26.35	\$	26.96	\$	27.59	\$	28.23
111	\$	24.10	\$	24.66	\$	25.24	\$	25.82	\$	26.42	\$	27.04	\$	27.67	\$	28.31	\$	28.97	\$	29.65
112	\$	25.31	\$	25.90	\$	26.50	\$	27.11	\$	27.74	\$	28.39	\$	29.05	\$	29.73	\$	30.42	\$	31.13
113	\$	26.57	\$	27.19	\$	27.82	\$	28.47	\$	29.13	\$	29.81	\$	30.50	\$	31.21	\$	31.94	\$	32.68
114	\$	27.90	\$	28.55	\$	29.21	\$	29.89	\$	30.59	\$	31.30	\$	32.03	\$	32.77	\$	33.54	\$	34.32
115	\$	29.30	\$	29.98	\$	30.67	\$	31.39	\$	32.12	\$	32.87	\$	33.63	\$	34.41	\$	35.21	\$	36.03
116	\$	30.76	\$	31.48	\$	32.21	\$	32.96	\$	33.72	\$	34.51	\$	35.31	\$	36.13	\$	36.97	\$	37.83
117	\$	32.30	\$	33.05	\$	33.82	\$	34.61	\$	35.41	\$	36.23	\$	37.08	\$	37.94	\$	38.82	\$	39.72
118	\$	33.91	\$	34.70	\$	35.51	\$	36.34	\$	37.18	\$	38.05	\$	38.93	\$	39.84	\$	40.76	\$	41.71
119	\$	35.61	\$	36.44	\$	37.29	\$	38.15	\$	39.04	\$	39.95	\$	40.88	\$	41.83	\$	42.80	\$	43.80
120	\$	37.39	\$	38.26	\$	39.15	\$	40.06	\$	40.99	\$	41.95	\$	42.92	\$	43.92	\$	44.94	\$	45.99
121	\$	39.26	\$	40.17	\$	41.11	\$	42.06	\$	43.04	\$	44.04	\$	45.07	\$	46.12	\$	47.19	\$	48.29
122	\$	41.22	\$	42.18	\$	43.16	\$	44.17	\$	45.19	\$	46.24	\$	47.32	\$	48.42	\$	49.55	\$	50.70
124	\$	45.45	\$	46.50	\$	47.59	\$	48.69	\$	49.83	\$	50.98	\$	52.17	\$	53.38	\$	54.63	\$	55.90
125	\$	47.72	\$	48.83	\$	49.97	\$	51.13	\$	52.32	\$	53.53	\$	54.78	\$	56.05	\$	57.36	\$	58.69
126	\$	50.11	\$	51.27	\$	52.46	\$	53.68	\$	54.93	\$	56.21	\$	57.52	\$	58.86	\$	60.23	\$	61.63
127	\$	52.61	\$	53.84	\$	55.09	\$	56.37	\$	57.68	\$	59.02	\$	60.39	\$	61.80	\$	63.24	\$	64.71
128	\$	55.24	\$	56.53	\$	57.84	\$	59.19	\$	60.56	\$	61.97	\$	63.41	\$	64.89	\$	66.40	\$	67.94
129	\$	58.00	\$	59.35	\$	60.73	\$	62.15	\$	63.59	\$	65.07	\$	66.58	\$	68.13	\$	69.72	\$	71.34
130	\$	60.90	\$	62.32	\$	63.77	\$	65.25	\$	66.77	\$	68.32	\$	69.91	\$	71.54	\$	73.20	\$	74.91
131	\$	63.95	\$	65.44	\$	66.96	\$	68.52	\$	70.11	\$	71.74	\$	73.41	\$	75.12	\$	76.86	\$	78.65
133	\$	70.50	\$	72.14	\$	73.82	\$	75.54	\$	77.30	\$	79.09	\$	80.93	\$	82.82	\$	84.74	\$	86.71
135	\$	77.73	\$	79.54	\$	81.39	\$	83.28	\$	85.22	\$	87.20	\$	89.23	\$	91.31	\$	93.43	\$	95.60
138	\$	89.98	\$	92.08	\$	94.22	\$	96.41	\$	98.65	\$	100.95	\$	103.29	\$	105.70	\$	108.16	\$	110.67

Note: Steps do not equal years of experience.

Service Credit

(For Employees Not Paid from Teacher/NJROTC scales)

- A salary computation worksheet will be utilized to determine an employee's placement on the pay scale upon consideration of service credit and advanced degrees. [See salary computation worksheets in subsequent pages.] Salary computations and placements on pay scales will be approved by the Chief Financial Officer and Chief of Human Resources & Administration, or designees.
- Prior work experience will be considered as follow:
 - Years' experience in positions that are equal to or higher than the current position will be considered the "same" and will be calculated at a factor of 1.00.
 - Years' experience in positions that are not equal to or higher than the current position but are considered preparatory for the current position will be consider "similar." Those years will be calculated at a factor of less than 1.00.
 - Years' experience in positions that are not equal to or higher than the current position and are not deemed preparatory for the current position will not be considered for service credit.
- Any employee wishing to request re-evaluation of his/her service credit computation must submit that request to the Human Resources department within six months of the service credit effective date. Only information currently in the employee's personnel file (application, resume, work history with the district, etc.) will be considered for re-evaluation. The district will not consider information not provided or available at the time of hire.
 - Note: The District used a consistent methodology, regardless of position, for determining placement of existing employees on the new pay tables for 2025 – 2026. The conversion did not evaluate or re-evaluate service credit, unless someone changed positions, and is therefore not subject to employee re-evaluation requests.
- Any employee who left employment with ACPSD or who changes positions within the District and is re-employed in the same original position (not specific to location) within one year of his/her original separation will be placed at his/her exiting pay step when more beneficial than placement based on the service credit calculation. Step placement for anyone re-employed in a different position or re-employed one year or more after his/her original separation will be based on the service credit calculation.

Aiken County Public Schools Salary Computation Worksheet

Note: This computation is used for Chief Officers, Assistant Superintendents, Executive Directors, and Principals only. Alternate worksheets will be used for other positions.

Effective Date: _____ Scale: _____

Name: _____ Location: _____

Position: _____ Contract Days/Hours: _____

SERVICE CREDIT CALCULATION

Points

Experience:

Number of years "same" job experience (times 1.0 factor) _____ x 1.0 = _____

Number of years "similar" job experience (times 0.5 factor) _____ x 0.5 = _____

Education:

Doctorate = 4 points /Masters + 30 = 3 points *Doctorate or M+30, not both.* _____ = _____

Total points = _____

SALARY CALCULATION

Minimum salary amount for position (i.e. starting step for scale) \$ _____

Total points from above (move decimal two places to left) x 1. _____

Calculated salary \$ _____

Note: The calculated salary will be used to determine an employee's placement on the pay scale. The employee will be placed at the step closest (up or down) to the calculated salary amount.

Placement on salary scale: Step _____ /Annual salary \$ _____

APPROVAL/AUTHORIZATION

Human Resources Signature

Business Services Signature

Aiken County Public Schools

Salary Computation Worksheet

Note: This computation is used for all positions excluding Chief Officers, Assistant Superintendents, Executive Directors, and Principals.

Effective Date: _____ Scale: _____

Name: _____ Location: _____

Position: _____ Contract Days/Hours: _____

SERVICE CREDIT CALCULATION

Points

Experience:

Number of years "same" job experience (times 1.0 factor) _____ x 1.00 = _____

Number of years "similar" job experience (times 0.25 factor) _____ x 0.25 = _____

Education:

Doctorate = 4 points /Masters + 30 = 3 points/NBC teacher = 1 points = _____

Note: National Board Certified only counted if losing NBC supplement as result of this new position. Doctorate or M+30, not both.

Total points = _____

SALARY CALCULATION

Minimum salary amount for position (i.e. starting step for scale) \$ _____

Total points from above (move decimal two places to left) x 1. _____

Calculated salary \$ _____

Note: The calculated salary will be used to determine an employee's placement on the pay scale. The employee will be placed at the step closest (up or down) to the calculated salary amount.

Placement on salary scale: Step _____ /Annual salary \$ _____

APPROVAL/AUTHORIZATION

Human Resources Signature

Business Services Signature

Other Compensation

1. **Adult Education**

Adult Education instructors are paid \$34 per hour of instruction. Adult Education aides are paid \$17 per hour.

2. **Alternative Program**

Teachers not employed under a regular contract are paid \$34 per hour of instruction.

3. **Aiken County Virtual Academy (ACVA)**

ACVA teachers are paid at a rate of \$100 per student, per session. Session pay will be capped at \$3,000.

4. **Certified Tutors**

Certified tutors are paid \$34 per hour.

5. **Homebound Instruction**

Teachers of homebound students are paid \$34 per hour.

6. **Nurses**

Nurses working summer hours are paid at the rate of \$34 per hour.

7. **Special Education**

Extra duty rates for Special Education employees are as follow:

- Education Interpreters I - \$19 per hour
- Education Interpreters II - \$32 per hour
- Occupational Therapists/Physical Therapists/Psychologists - \$36 per hour
- Speech Pathologist - \$36 per hour

8. **Summer Program/After School**

Teachers are paid \$34 per hour. Lead teachers are paid \$36 per hour. Instructional aides are paid \$17 per hour for summer school or afterschool work.

9. **Child Nutrition Program**

Child Nutrition Program managers are paid \$19 per hour, and Child Nutrition Program operators are paid \$15 per hour for summer work.

10. **Activity Bus Drivers**

School bus drivers, including PRN drivers, with regular school bus duties will be paid at normal bus hourly rates. All others (including former school bus drivers who are no longer actively driving regular or substitute routes) are paid a rate of \$21 per hour.

11. **Traffic Control Worker**

Employed traffic control workers are paid a rate of \$27 per hour.

12. Extra Class Stipend

Employees approved to teach an extra class will be paid a per-semester stipend of \$2,500. The stipend will be pro-rated if the employee works less than the full semester. Payments will be made at the end of the semester.

***Note:** Any justifiable exceptions require approval by Superintendent's Cabinet and, if necessary, the School Board.*

The rates described above become effective July 1, 2025. Activities performed prior to July 1, 2025, will be paid at rates approved in the 2024 – 2025 salary schedule.

**Curriculum, Instruction and Other Supplements
School Year 2025 - 2026**

Supplement	Slots	Amount
Lead Counselor (One for Elementary, Middle, High, Early College)*	4	\$ 2,055
Curriculum/Instructional Associate*	5	\$ 2,055
Department Head (Secondary) Allocated 1 to 300 ADM, Max. 5, Min. 2	31	\$ 955
Team/Grade Level Chair or Special Instruction (Elementary/Middle) Allocated 2 Positions ADM 0 to 449 Allocated 4 Positions ADM 450 to 699 Allocated 6 Positions ADM 700+ and up	114	\$ 955
School Level Title I Facilitator		\$ 610
School Level Communications Liaison	43	\$ 1,139
<u>High School Assistant Principal (extra duty - excludes ASA)</u>	<u>23</u>	<u>\$ 2,000</u>
<u>Office Manager - Brookhaven*</u>	<u>1</u>	<u>\$ 5,000</u>
Lead Foreman*	1	\$ 5,477
Lead Technology Specialist*	3	\$ 5,477

*assigned at the District level

Extracurricular Supplements School Year 2025 - 2026

Supplement	Slots	Amount
Student Council Sponsor		
Secondary	8	\$ 1,111
Middle	12	\$ 684
Academic Team Coach		
District	2	\$ 1,743
Secondary (Eight Contests [8] Minimum 6 + 1 + County Tournament)	8	\$ 1,096
Middle (Nine Contests [9] Minimum)	12	\$ 684
Mathematics Team Coach		
Secondary (Six [6] Contests Minimum)	12	\$ 684
Yearbook Sponsor (Hardcover with Layout)		
Secondary	8	\$ 1,371
Middle	12	\$ 684
Class Sponsor (Secondary):		
Junior/Senior (1 per grade)	16	\$ 877
Freshman/Sophomore (1 per grade)	16	\$ 294
Drama (Secondary):		
Three Acts (3) Minimum	7	\$ 1,096
Debate Team (Secondary):		
Six Contests (6) Minimum	8	\$ 1,644
School Newspaper Sponsor (Secondary/Middle):		
Seven (7) Issues Minimum		
Secondary without Class Period	7	\$ 1,164
Middle School without Class Period Only	12	\$ 410
Band Director		
Secondary (12 After-school Performances)	7	\$ 8,496
Middle (10 After-school Performances)	11	\$ 3,391
Assistant Band Director		
Secondary	29	\$ 3,426
<i>Minimum of 1 per school with additional assistant band supplements based on marching band participation. Allocations will be 1 assistant for 50 or fewer; 2 assistants for 51 - 75; 3 assistants for 76 - 100; 4 assistants for 101 - 125; and 5 assistants for greater than 125.</i>		
Glee Club/Chorus		
Secondary	7	\$ 1,541
Middle	12	\$ 274
Robotics	8	\$ 957

Athletic Supplements School Year 2025 - 2026

Athletics	**Years' Experience			Slots
	0 to 4	5 to 9	10 or more	
Athletic Director (*release time)				
Class AAAA Schools - 2 Periods*	\$ 11,387	\$ 13,456	\$ 15,526	4
Class AAA Schools - 2 Periods*	\$ 11,387	\$ 13,456	\$ 15,526	1
Class AA Schools - 2 Periods*	\$ 9,314	\$ 11,387	\$ 13,456	0
Class A Schools - 2 Periods*	\$ 9,314	\$ 11,387	\$ 13,456	2
Middle Schools - 0 Period*	\$ 4,992	\$ 6,099	\$ 7,208	11
Assistant Athletic Director				
Secondary				
Class 4A & 3A Schools	\$ 5,693	\$ 6,728	\$ 7,763	5
Class 2A & 1A Schools	\$ 4,659	\$ 5,693	\$ 6,728	2
Football				
4A/3A Varsity Head Coach (Min. 6 meets)	\$ 11,387	\$ 13,456	\$ 15,526	5
2A/1A Varsity Head Coach (Min. 8 games)	\$ 9,314	\$ 11,387	\$ 13,456	2
*** Assistant Football Coach	\$ 5,323	\$ 6,210	\$ 7,098	50
Middle Head Coach (Min. 6 games)	\$ 4,992	\$ 6,099	\$ 7,208	11
Middle Assistant Coach (Min. 6 games)	\$ 2,773	\$ 3,235	\$ 3,696	11
Basketball				
Varsity Head Coach (Min. 16 games)	\$ 6,210	\$ 7,246	\$ 8,281	14
Varsity Assistant Coach (Min. 16 games)	\$ 3,416	\$ 3,985	\$ 4,554	14
Junior Varsity Coach (Min. 12 games)	\$ 2,662	\$ 3,104	\$ 3,548	14
Middle Head Coach (Min. 12 games)	\$ 3,328	\$ 3,881	\$ 4,435	22
Baseball				
Varsity Head Coach (Min. 12 games)	\$ 4,140	\$ 4,659	\$ 5,175	7
Varsity Assistant Coach (Min. 12 games)	\$ 2,277	\$ 2,562	\$ 2,846	7
Junior Varsity Coach (Min. 9 games)	\$ 1,773	\$ 2,129	\$ 2,484	7
Softball				
Varsity Head Coach (Min. 8 games)	\$ 4,140	\$ 4,659	\$ 5,175	7
Varsity Assistant Coach (Min. 8 games)	\$ 2,277	\$ 2,562	\$ 2,846	7
Junior Varsity Coach (Min. 6 games)	\$ 1,773	\$ 2,129	\$ 2,484	7
Wrestling				
Varsity Head Coach (Min. 16 meets)	\$ 4,140	\$ 4,659	\$ 5,175	7
Volleyball				
Varsity Head Coach (Min. 8 games)	\$ 3,519	\$ 3,726	\$ 3,933	7
Junior Varsity Coach (Min. 6 games)	\$ 1,773	\$ 2,129	\$ 2,484	7
Middle Head Coach (Min. 6 games)	\$ 2,107	\$ 2,217	\$ 2,330	11
Track				
4A/3A Varsity Head Coach (Min. 6 meets)	\$ 3,519	\$ 3,726	\$ 3,933	10
2A/1A Varsity Head Coach (Min. 6 meets)	\$ 2,898	\$ 3,106	\$ 3,313	4
Tennis				
Varsity Head Coach (Min. 6 matches)	\$ 2,279	\$ 2,484	\$ 2,693	14
Golf				
Varsity Head Coach (Min. 6 matches)	\$ 2,279	\$ 2,484	\$ 2,693	14
Middle Head Coach (Min. 5)	\$ 1,174	\$ 1,280	\$ 1,387	11

Athletic Supplements School Year 2025 - 2026

Athletics	**Years' Experience			Slots
	0 to 4	5 to 9	10 or more	
<u>Lacrosse (AHS only for 2025 - 2026)</u>				
Varsity Head Coach (Min. 8 games)	\$ 4,140	\$ 4,659	\$ 5,175	2
Cross Country				
Varsity Head Coach (Min. 6 meets)	\$ 2,279	\$ 2,484	\$ 2,693	7
Soccer				
Varsity Head Coach (Min. 8 games)	\$ 4,140	\$ 4,659	\$ 5,175	14
Junior Varsity Coach (Min. 6 games)	\$ 1,773	\$ 2,129	\$ 2,484	14
Swimming				
Varsity Head Coach (Min. 6 meets)	\$ 2,279	\$ 2,484	\$ 2,693	7
Weight Program				
Class 4A & 3A Schools	\$ 4,966	\$ 4,966	\$ 4,966	5
Class 2A & 1A Schools	\$ 4,140	\$ 4,140	\$ 4,140	2
Cheerleading				
Varsity Head Coach	\$ 3,519	\$ 3,726	\$ 3,933	7
Junior Varsity Coach	\$ 1,419	\$ 1,596	\$ 1,773	7
Middle Schools	\$ 1,885	\$ 1,997	\$ 2,107	11

*Each high school AD in a teacher position is allocated two periods of release time for athletics.

** (1) Years Experience: counted as years in that position in or out of the district.

(a) Principals may use every two years of high school assistant football coaching experience to count as one of head coaching experience when hiring new head football coaches.
Football is the only sport where this ratio principle may be used.

(b) It is the responsibility of all coaches to have their years experience validated with letters from every school system they were employed as coaches.

(2) Supplements are for positions for these teams only. They cannot be used for additional coaches in other sports, nor to increase any current supplement.

***ASSISTANT FOOTBALL SLOTS:

AAAA	8	AA	6
AAA	7	A	6

Note: Assistant Coach responsibilities to be declared by Head Coach.

If a school has a "B" football team, an additional assistant coach is added.

Supplements for "B" team head coaches are paid at assistant coach amounts.

Playoffs:

Playoff supplements will be paid at a rate equaling one-tenth of a coach's regular supplement for each week in the playoffs.

If junior varsity or lower level coaches are "called up" for the playoffs, schools must compensate those coaches using local funds; call-ups' playoff compensation will be determined in the same manner as described above.

Supplement Guidelines and Procedures

No person may be paid more than three supplements without the approval of the Assistant Superintendent for that respective level.

No person may receive more than one supplement identified with a given program except for athletic directors who also serve as head coaches. No person may be paid for head and assistant supplements for the same sport or receive dual supplements when programs are combined, such as boys and girls tennis.

Head football coaches for middle schools are encouraged to serve as assistants to the high school program prior to their respective program start-up dates.

Head coaches and athletic directors must meet the requirements for these positions as set forth by the South Carolina High School League.

Supplements are for a set number of positions for each school. Unused coaching supplements from one sport **CANNOT** be used for additional coaches in other sports. Unused coaching supplements **CANNOT** be used to increase any other current supplement. Supplements cannot be transferred to any feeder school program or position.

Assistant principals and above are not eligible for curriculum and instruction, extracurricular or athletic supplements. Assistant Principals are only eligible for extra duty pay when “off contract” (typically covering mid-summer). [Note: The high school assistant principal stipend added for 2025 – 2026 is an exception to these guidelines.].

Supplements may be divided 50-50 between two individuals when both agree to share responsibilities and upon the Assistant Superintendent’s approval. A statement signed by each person is required to be on file.

Non-employees (employees with no other position in the District) may be hired for supplemental positions, preferably coaching positions. Their hours will be limited such that they make at least hourly minimum wage over the course of the season as defined by the U.S. Department of Labor. The maximum number of hours will be determined by dividing the respective supplement by the minimum wage rate. In addition, no non-employee may work more than 40 hours during a seven-day period.

An hours limit will be established and provided to schools by Human Resources for any nonexempt employee who coaches, utilizing a blended hourly rate. Schools must maintain timesheets as documentation of coaching hours worked by a nonexempt employee. Any hours in excess of the established limit, and thus in excess of the supplement amount, will be covered by schools from local school funds.

Supplement payments will be included in semi-monthly paychecks. One exception: nonemployee coaches earning less than \$1,500 will be paid in two semi-annual installments.

Standard Contract Lengths by Position School Year 2025 - 2026

Elementary Schools

Assistant Principal	210 days
Guidance Counselor	190 days
Media Specialist	195 days
Media Aide	181 days/7.5 hours
Secretary/Bookkeeper	12 months for first 200 days for second 181 days for each additional
Student Information Clerk	205 days/8 hours
Guidance Clerk (half only, if qualify)	181 days/4 hours

Middle Schools

Assistant Principal	220 days for first 210 days for second
Guidance Counselor	195 days for first 190 days for second
Media Specialist	195 days
Media Aide	181 days/7.5 hours
Secretary/Bookkeeper	12 months for first 200 days for second 181 days for each additional
Student Information Clerk	205 days/8 hours
Guidance Clerk	181 days/8 hours

High Schools

Assistant Principals	220 days for first 210 days for second and each additional
Director of Counseling Services	225 days
Guidance Counselors	200 days
Media Specialist	195 days
Media Aide	181 days/7.5 hours
Secretary/Bookkeeper with ADM > 1000	12 months for first 12 months for second 200 days for third
Secretary/Bookkeeper with ADM < 1000	12 months for first 200 days for second 181 days for each additional
Attendance Clerk	205 days/8 hours
Registrar	12 months
Guidance Clerk	181 days/8 hours



AIKEN COUNTY
PUBLIC SCHOOLS