



**AIKEN COUNTY**  
**PUBLIC SCHOOLS**

***SALARY SCHEDULE***

**2022 – 2023**

***DRAFT #2***

A-8

Attachment

## 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
Overtime Procedures	7
School Bus Drivers’ Pay Procedures	8
Hourly Scales	9
Hourly Scales – Position Key	10 – 12
Salary Scales	13 – 14
Salary Scales – Position Key	15 – 16
Service Credit	17
Service Credit – Salary Computation Worksheets	18 – 19
Other Compensation	20 – 21
Curriculum and Instruction Supplements	22
Extracurricular Supplements	23
Athletic Supplements	24 – 25
Supplement Guidelines and Procedures	26
Standard Contract Lengths by Position	27

## Teacher Scales - 190 Day Contracts School Year 2022-2023

Salary Step	Prior Yrs Exp	Class 3	Class 2	Class 1	Class 7	Class 8
		Bachelors Degree	Bachelors Degree +18	Masters Degree	Masters Degree + 30 Hours	Doctorate Degree
E0	0	\$ 43,317	\$ 45,244	\$ 49,592	\$ 53,265	\$ 58,281
E1	1	\$ 43,317	\$ 45,244	\$ 49,592	\$ 53,265	\$ 58,281
E2	2	\$ 43,317	\$ 45,244	\$ 49,592	\$ 53,265	\$ 58,281
E3	3	\$ 43,317	\$ 45,244	\$ 49,592	\$ 53,265	\$ 58,281
4	4	\$ 43,975	\$ 45,884	\$ 50,084	\$ 53,903	\$ 59,247
5	5	\$ 45,005	\$ 46,916	\$ 51,230	\$ 55,048	\$ 60,776
6	6	\$ 46,075	\$ 47,983	\$ 52,375	\$ 56,193	\$ 62,301
7	7	\$ 47,107	\$ 49,014	\$ 53,520	\$ 57,336	\$ 63,830
8	8	\$ 48,176	\$ 50,084	\$ 54,667	\$ 58,482	\$ 65,356
9	9	\$ 49,206	\$ 51,115	\$ 55,812	\$ 59,630	\$ 66,885
10	10	\$ 50,273	\$ 52,183	\$ 56,958	\$ 60,776	\$ 68,411
11	11	\$ 51,308	\$ 53,213	\$ 58,102	\$ 61,921	\$ 69,940
12	12	\$ 52,375	\$ 54,285	\$ 59,247	\$ 63,065	\$ 71,467
13	13	\$ 53,406	\$ 55,314	\$ 60,392	\$ 64,212	\$ 72,993
14	14	\$ 54,476	\$ 56,385	\$ 61,540	\$ 65,356	\$ 74,521
15	15	\$ 55,506	\$ 57,416	\$ 62,684	\$ 66,503	\$ 76,047
16	16	\$ 56,577	\$ 58,483	\$ 63,830	\$ 67,649	\$ 77,575
17	17	\$ 57,606	\$ 59,516	\$ 64,976	\$ 68,793	\$ 79,104
18	18	\$ 58,164	\$ 60,094	\$ 65,611	\$ 69,464	\$ 79,876
19	19	\$ 58,728	\$ 60,675	\$ 66,244	\$ 70,140	\$ 80,656
20	20	\$ 59,297	\$ 61,264	\$ 66,890	\$ 70,824	\$ 81,446
21	21	\$ 59,873	\$ 61,858	\$ 67,541	\$ 71,514	\$ 82,243
22	22	\$ 61,041	\$ 63,066	\$ 68,863	\$ 72,915	\$ 83,860
23	23	\$ 62,227	\$ 64,293	\$ 70,205	\$ 74,338	\$ 85,503
24	24	\$ 63,436	\$ 65,543	\$ 71,573	\$ 75,789	\$ 87,177
25	25	\$ 64,669	\$ 66,818	\$ 72,969	\$ 77,270	\$ 88,884
26	26	\$ 65,927	\$ 68,119	\$ 74,393	\$ 78,779	\$ 90,626
27	27	\$ 67,230	\$ 69,466	\$ 75,866	\$ 80,340	\$ 92,424

Note: Teachers who are awaiting their South Carolina teacher certificate (including new graduates, hires with teacher certificates from other States, and those that have obtained a Letter of Eligibility through an alternate certification program such as PACE) will be classified as “pending South Carolina certification” and will be paid based on a flat annual rate of \$35,568 (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.

**Teacher Scales - Daily Rate**  
**School Year 2022-2023**

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	\$ 227.98	\$ 238.13	\$ 261.01	\$ 280.34	\$ 306.74
E1	1	\$ 227.98	\$ 238.13	\$ 261.01	\$ 280.34	\$ 306.74
E2	2	\$ 227.98	\$ 238.13	\$ 261.01	\$ 280.34	\$ 306.74
E3	3	\$ 227.98	\$ 238.13	\$ 261.01	\$ 280.34	\$ 306.74
4	4	\$ 231.45	\$ 241.49	\$ 263.60	\$ 283.70	\$ 311.83
5	5	\$ 236.87	\$ 246.92	\$ 269.63	\$ 289.73	\$ 319.88
6	6	\$ 242.50	\$ 252.54	\$ 275.66	\$ 295.75	\$ 327.90
7	7	\$ 247.93	\$ 257.97	\$ 281.68	\$ 301.77	\$ 335.95
8	8	\$ 253.56	\$ 263.60	\$ 287.72	\$ 307.80	\$ 343.98
9	9	\$ 258.98	\$ 269.03	\$ 293.75	\$ 313.84	\$ 352.02
10	10	\$ 264.59	\$ 274.65	\$ 299.78	\$ 319.88	\$ 360.06
11	11	\$ 270.04	\$ 280.07	\$ 305.80	\$ 325.90	\$ 368.10
12	12	\$ 275.66	\$ 285.71	\$ 311.83	\$ 331.92	\$ 376.14
13	13	\$ 281.08	\$ 291.13	\$ 317.85	\$ 337.96	\$ 384.17
14	14	\$ 286.72	\$ 296.76	\$ 323.89	\$ 343.98	\$ 392.22
15	15	\$ 292.14	\$ 302.19	\$ 329.92	\$ 350.02	\$ 400.25
16	16	\$ 297.77	\$ 307.81	\$ 335.95	\$ 356.05	\$ 408.29
17	17	\$ 303.19	\$ 313.24	\$ 341.98	\$ 362.07	\$ 416.33
18	18	\$ 306.13	\$ 316.28	\$ 345.32	\$ 365.60	\$ 420.40
19	19	\$ 309.10	\$ 319.34	\$ 348.65	\$ 369.16	\$ 424.50
20	20	\$ 312.09	\$ 322.44	\$ 352.05	\$ 372.76	\$ 428.66
21	21	\$ 315.12	\$ 325.57	\$ 355.48	\$ 376.39	\$ 432.86
22	22	\$ 321.27	\$ 331.93	\$ 362.44	\$ 383.76	\$ 441.37
23	23	\$ 327.51	\$ 338.39	\$ 369.50	\$ 391.25	\$ 450.01
24	24	\$ 333.87	\$ 344.96	\$ 376.70	\$ 398.89	\$ 458.83
25	25	\$ 340.36	\$ 351.67	\$ 384.05	\$ 406.68	\$ 467.81
26	26	\$ 346.98	\$ 358.52	\$ 391.54	\$ 414.63	\$ 476.98
27	27	\$ 353.84	\$ 365.61	\$ 399.29	\$ 422.84	\$ 486.44

# JROTC Instructor Scales

## School Year 2022-2023

*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	\$ 43,681	\$ 47,743	\$ 52,709	\$ 55,499	\$ 55,680	\$ 64,439	\$ 73,536	\$ 81,424
1	\$ 45,331	\$ 49,552	\$ 53,711	\$ 56,558	\$ 56,744	\$ 65,679	\$ 74,957	\$ 82,291
2	\$ 47,047	\$ 51,437	\$ 54,738	\$ 57,640	\$ 57,830	\$ 66,940	\$ 76,404	\$ 83,168
3	\$ 48,826	\$ 52,904	\$ 55,782	\$ 58,744	\$ 58,937	\$ 68,231	\$ 77,885	\$ 83,976
4	\$ 50,683	\$ 54,417	\$ 56,847	\$ 59,868	\$ 60,067	\$ 69,547	\$ 79,019	\$ 84,873
5	\$ 52,608	\$ 55,458	\$ 57,934	\$ 61,015	\$ 61,217	\$ 70,886	\$ 80,163	\$ 85,778
6	\$ 54,113	\$ 56,515	\$ 59,044	\$ 62,185	\$ 62,393	\$ 72,254	\$ 81,330	\$ 86,693
7	\$ 55,660	\$ 57,595	\$ 60,173	\$ 63,381	\$ 63,589	\$ 73,649	\$ 82,512	\$ 87,537
8	\$ 57,257	\$ 58,699	\$ 61,329	\$ 64,599	\$ 64,812	\$ 74,719	\$ 83,712	\$ 88,472
9	\$ 58,353	\$ 59,826	\$ 62,502	\$ 65,840	\$ 66,058	\$ 75,800	\$ 84,932	\$ 89,418
10	\$ 59,467	\$ 60,971	\$ 63,705	\$ 67,106	\$ 67,331	\$ 76,903	\$ 85,839	\$ 90,288
11	\$ 60,610	\$ 62,140	\$ 64,929	\$ 68,401	\$ 68,630	\$ 78,016	\$ 86,754	\$ 91,166
12	\$ 61,772	\$ 63,335	\$ 66,176	\$ 69,718	\$ 69,949	\$ 79,152	\$ 87,680	\$ 92,140
13	\$ 62,957	\$ 64,550	\$ 67,452	\$ 71,062	\$ 71,302	\$ 80,298	\$ 88,618	\$ 93,128
14	\$ 64,166	\$ 65,792	\$ 68,747	\$ 72,432	\$ 72,676	\$ 81,467	\$ 89,567	\$ 94,121
15	\$ 65,402	\$ 67,059	\$ 70,076	\$ 73,830	\$ 74,079	\$ 82,650	\$ 90,525	\$ 95,039
16	\$ 66,659	\$ 68,351	\$ 71,427	\$ 75,259	\$ 75,512	\$ 83,855	\$ 91,493	\$ 96,057
17	\$ 67,943	\$ 69,666	\$ 72,807	\$ 76,714	\$ 76,972	\$ 85,073	\$ 92,472	\$ 97,086
18	\$ 69,251	\$ 71,012	\$ 74,213	\$ 78,199	\$ 78,459	\$ 86,313	\$ 93,465	\$ 98,033
19	\$ 70,585	\$ 72,382	\$ 75,648	\$ 79,714	\$ 79,980	\$ 87,572	\$ 94,465	\$ 98,989
20	\$ 71,948	\$ 73,780	\$ 77,111	\$ 81,256	\$ 81,528	\$ 88,848	\$ 95,477	\$ 100,052
21	\$ 72,642	\$ 74,492	\$ 77,856	\$ 82,044	\$ 82,318	\$ 89,712	\$ 96,407	\$ 101,026
22	\$ 74,053	\$ 75,939	\$ 79,371	\$ 83,643	\$ 83,922	\$ 91,465	\$ 98,295	\$ 103,007
23	\$ 74,769	\$ 76,673	\$ 80,140	\$ 84,455	\$ 84,736	\$ 92,356	\$ 99,254	\$ 104,012
24	\$ 76,214	\$ 78,158	\$ 81,693	\$ 86,094	\$ 86,381	\$ 94,154	\$ 101,189	\$ 106,043
25	\$ 77,689	\$ 79,670	\$ 83,277	\$ 87,767	\$ 88,059	\$ 95,988	\$ 103,163	\$ 108,115
26	\$ 79,193	\$ 81,214	\$ 84,893	\$ 89,473	\$ 89,771	\$ 97,858	\$ 105,176	\$ 110,227
27	\$ 80,762	\$ 82,823	\$ 86,575	\$ 91,247	\$ 91,552	\$ 99,800	\$ 107,265	\$ 112,417

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 27 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**

- Amounts reflected on salary scales represent annual, 12-month salary amounts except for the nurse, school psychologist, OT/PT, and assistant principal scales. The salary for any employee working less than a 12 month, 8 hour schedule will be paid in proportion to amounts shown. The denominator for determining the daily rate is 260.
- No administrator is authorized to negotiate salary with any employee. The salaries 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 advertised salary ranges are consistent with and appropriate for the established schedule.
- No changes shall be made in salary schedules or procedures during the school year or during the budget process until the recommended changes have been highlighted and specifically brought to the attention of the Board during the public session.
- Pay level advances are not automatic. Pay level increases will become effective July 1 each year, if approved by the School Board. Supervisors will submit to the Superintendent by May 15, of each year, a list of employees not recommended for pay level advancement. New employees appointed after December 31 will not be rolled up a pay level 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.
- In the event of a promotion, the new pay level will be based on service credit placement or the equivalent of a two-step pay 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 will not be rolled up a pay level 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: The comparison would be based on the number of steps above the beginning step for any asterisked position.] While two distinct pay scales, shifts between coordinator and Assistant Principal positions will be considered a lateral move with placement determined by annual salary of the departed position. Pay cycles will follow pay procedures on page 5.
- To be competitive, or when an applicant's training, experience or other qualifications are substantially above those required for entry level into the position, starting salaries above the entry rate may be recommended by the District Superintendent to the School Board for approval. The School Board has delegated authority to the District Superintendent to provide up to two steps without additional School Board approval.

- All schools that do not have a building and grounds supervisor will designate a level 1 or level 2 head custodian according to District procedure. A head custodian level 1 (for schools with square footages exceeding 80,000 sq. ft.) will be paid a supplement of \$2,541. A head custodian level 2 (for schools with square footages of less than 80,000 sq. ft.) will be paid a supplement of \$1,907. Only high schools exceeding 100,000 sq. ft. will be staffed with a building & grounds supervisor; these locations are ineligible for head custodian supplements.
- An employee receiving his/her Doctorate or Masters + 30 degree after initial placement on the salary scales 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.
- Temporary principals and temporary assistant principals will be paid from the principal and assistant principal scales. Placements, and corresponding daily rates, will be determined using the service credit methodology, with a maximum placement of step 8 on the respective scale. The Chief Financial Officer and Chief Officer of Human Resources & Administration, or their designees, will approve all such placements.
- The effective date will be determined by his/her last actual 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. Measures will be taken to remedy those matters as soon as reasonably possible. Regardless the circumstance, the District will make plans to recoup any overpayment.

## **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 as follow:

- 12-month employees, excluding Support I and II; July – June
- 12-month employees, Support I and II only; August – July
- <12-month employees, excluding Support I and II; August – July
- <12-month employees, Support I and II; September – August
- Bus Drivers and Bus Monitors; September – August

## Pay Dates

Employees are paid semi-monthly on the 5<sup>th</sup> and 20<sup>th</sup> with the exception of the months of December and January in order to accommodate the holiday work schedule. When the 5<sup>th</sup> or 20<sup>th</sup> falls on a holiday, weekend or other non-work day, the pay day will be the last preceding District work day.

### **Year 2022-2023 pay dates are as follow:**

Thursday, July 5, 2022

Wednesday, July 20, 2022

Thursday, August 4, 2022

Friday, August 19, 2022

Friday, September 2, 2022

Tuesday, September 20, 2022

Wednesday, October 5, 2022

Thursday, October 20, 2022

Friday, November 4, 2022

Friday, November 18, 2022

Friday, December 2, 2022

Friday, December 9, 2022

Thursday, December 15, 2022

Friday, January 20, 2023

Thursday, February 2, 2023

Thursday, February 16, 2022

Friday, March 3, 2023

Monday, March 20, 2023

Friday, March 31, 2023

Thursday, April 20, 2023

Friday, May 5, 2023

Friday, May 19, 2023

Monday, June 5, 2023

Tuesday, June 20, 2023



## Overtime Procedures

### Non-Exempt Employees

- 1) Non-exempt employees working more than 40 hours per week will receive compensatory time or a monetary reimbursement. NOTE: All hours worked during the week (including after school activities) will be combined to determine if an employee is eligible for overtime reimbursement.
- 2) Supervisors will allow 1 ½ hours compensatory time for each hour worked beyond 40 hours per week. Records indicating amount of compensatory time earned and used will be maintained at each work location. All efforts should be made to use compensatory time in a timely manner.
- 3) Should it become impossible to grant time off for overtime worked, the following procedures will be used:
  - a) Supervisors will complete CSDAC-Form No. 17 (Payroll Changes) indicating in the remarks section that overtime is to be paid and the number of hours to be paid. If two or more rates of pay are involved, indicate hours worked for the week by job or rate of pay. Timesheets evidencing hours worked should be included.
  - b) Overtime (over 40 hours) being paid for after school or similar activities from local funds will be calculated at 1 1/2 times the regular rate of pay. The District will be reimbursed for these costs from local funds, including any related fringe benefit costs.
  - c) Overtime payments must be authorized by the Chief Officer for the areas/departments under their supervision.
  - d) Submit completed CSDAC-Form #17 to the Payroll Department.
  - e) Bus drivers/aides, etc. overtime will be calculated by the Payroll Department using previously established procedures.
- 4) Any hours worked beyond normal contract hours must be approved as described in School Board Policy GDBC and its administrative rule. Unauthorized overtime will not be tolerated.
- 5) All employees except those indicated below are considered non-exempt employees.

### Exempt Employees

The following groups of employees are exempt from Fair Labor Standards Act minimum wage and overtime provisions:

- Personnel paid from the teacher scales.
- Personnel paid from the JROTC instructor scales.
- Personnel paid from the salary scale.

## **School Bus Drivers' Pay Procedures**

- 1) The Fair Labor Standards Act covers adult bus drivers. Transportation Supervisors must maintain time and attendance records to ensure compliance with the Act.
- 2) Daily set hours of work shall be established for each school bus driver. This includes actual driving time plus time for pre-trip inspection, student discipline conferences, mechanical failures, and various waiting time necessitated for bus fueling or servicing. It is estimated that non-driving bus duties will average 30 minutes a.m. and 30 minutes p.m. In addition to this time, the State Department of Education will reimburse for ten (10) hours of in-service time per year. Bus drivers will remain clocked in for all work duties in order to provide an accurate record for work hours.

The maximum State Department of Education reimbursement per driver per week will be forty hours. The beginning of the workday will be when the driver picks up the school bus at a central parking place to begin his/her route, or at the beginning of the route (at home) if the driver has retained the school bus overnight. This consideration will be determined when setting the base working hours for each driver.

- 3) Fringe benefits will be available to those drivers who have set minimum work hours of at least 30 hours per week. These benefits include social security, health and dental insurance. Also, all drivers are eligible for participation in the State Retirement System if he or she elects to do so. The employer cost of fringe benefits will be shared between the state and the district at 70% and 30% respectively.

Bus drivers who have set hours of less than 30 hours per week, but who perform other jobs for the district with a combined time reaching or exceeding 30 hours, will also qualify for fringe benefits with the state bearing its proportionate share of the costs.

Drivers employed at least 20 hours per week are eligible for sick leave as described in Policy GDC, Support Staff Leaves and Absences. Bus Drivers are entitled to other personal, military, and court leave as approved by Board Policies. Sick leave, court leave and military leave will be reported as hours worked for State Department of Education reimbursement purposes if time was taken during set scheduled bus driver working time.

# Hourly Scales School Year 2022-2023

*Note: Initial step placement is based on the service credit formula.*

Step	Support I	Support II	Support III	Bus Driver	Aide	SFS Manager	Clerk/ Office Staff	Support IV	Support V	Admin Assistant to Board & Supt	Support VI
0	\$ 9.99	\$ 11.72	\$ 12.80	\$14.54	\$ 13.32	\$ 14.42	\$ 14.42	\$ 14.72	\$ 16.89	\$ 20.22	\$ 22.75
1	\$ 10.18	\$ 11.95	\$ 13.06	\$14.80	\$ 13.59	\$ 14.71	\$ 14.71	\$ 15.03	\$ 17.23	\$ 20.62	\$ 23.20
2	\$ 10.39	\$ 12.20	\$ 13.33	\$15.09	\$ 13.85	\$ 15.00	\$ 15.00	\$ 15.33	\$ 17.57	\$ 21.04	\$ 23.66
3	\$ 10.60	\$ 12.44	\$ 13.60	\$15.37	\$ 14.13	\$ 15.31	\$ 15.31	\$ 15.63	\$ 17.92	\$ 21.46	\$ 24.14
4	\$ 10.80	\$ 12.69	\$ 13.86	\$15.68	\$ 14.41	\$ 15.62	\$ 15.62	\$ 15.94	\$ 18.28	\$ 21.89	\$ 24.62
5	\$ 11.02	\$ 12.94	\$ 14.14	\$15.98	\$ 14.70	\$ 15.93	\$ 15.93	\$ 16.26	\$ 18.65	\$ 22.32	\$ 25.11
6	\$ 11.24	\$ 13.21	\$ 14.42	\$16.30	\$ 14.99	\$ 16.24	\$ 16.24	\$ 16.59	\$ 19.01	\$ 22.77	\$ 25.62
7	\$ 11.47	\$ 13.47	\$ 14.71	\$16.63	\$ 15.29	\$ 16.57	\$ 16.57	\$ 16.91	\$ 19.41	\$ 23.23	\$ 26.13
8	\$ 11.70	\$ 13.74	\$ 15.00	\$16.96	\$ 15.60	\$ 16.90	\$ 16.90	\$ 17.26	\$ 19.79	\$ 23.70	\$ 26.64
9	\$ 11.93	\$ 14.01	\$ 15.31	\$17.30	\$ 15.91	\$ 17.24	\$ 17.24	\$ 17.60	\$ 20.19	\$ 24.16	\$ 27.18
10	\$ 12.17	\$ 14.29	\$ 15.62	\$17.67	\$ 16.23	\$ 17.58	\$ 17.58	\$ 17.95	\$ 20.59	\$ 24.64	\$ 27.73
11	\$ 12.41	\$ 14.57	\$ 15.93	\$18.01	\$ 16.56	\$ 17.94	\$ 17.94	\$ 18.31	\$ 21.00	\$ 25.15	\$ 28.29
12	\$ 12.67	\$ 14.87	\$ 16.24	\$18.37	\$ 16.89	\$ 18.30	\$ 18.30	\$ 18.68	\$ 21.42	\$ 25.65	\$ 28.85
13	\$ 12.92	\$ 15.17	\$ 16.57	\$18.73	\$ 17.23	\$ 18.66	\$ 18.66	\$ 19.05	\$ 21.85	\$ 26.15	\$ 29.43
14	\$ 13.17	\$ 15.47	\$ 16.90	\$19.10	\$ 17.57	\$ 19.04	\$ 19.04	\$ 19.43	\$ 22.29	\$ 26.68	\$ 30.01
15	\$ 13.44	\$ 15.78	\$ 17.24	\$19.48	\$ 17.92	\$ 19.42	\$ 19.42	\$ 19.82	\$ 22.73	\$ 27.21	\$ 30.61
16	\$ 13.71	\$ 16.09	\$ 17.58	\$19.86	\$ 18.28	\$ 19.81	\$ 19.81	\$ 20.22	\$ 23.18	\$ 27.76	\$ 31.23
17	\$ 13.98	\$ 16.41	\$ 17.93	\$20.28	\$ 18.65	\$ 20.20	\$ 20.20	\$ 20.62	\$ 23.65	\$ 28.31	\$ 31.85
18	\$ 14.26	\$ 16.75	\$ 18.29	\$20.68	\$ 19.01	\$ 20.60	\$ 20.60	\$ 21.04	\$ 24.12	\$ 22.88	\$ 32.49
19	\$ 14.55	\$ 17.08	\$ 18.66	\$21.09	\$ 19.39	\$ 21.01	\$ 21.01	\$ 21.45	\$ 24.60	\$ 29.46	\$ 33.14
20	\$ 14.84	\$ 17.43	\$ 19.04	\$21.52	\$ 19.79	\$ 21.44	\$ 21.44	\$ 21.89	\$ 25.09	\$ 30.05	\$ 33.79
21	\$ 15.14	\$ 17.77	\$ 19.42	\$21.94	\$ 20.18	\$ 21.86	\$ 21.86	\$ 22.32	\$ 25.59	\$ 30.64	\$ 34.48
22	\$ 15.44	\$ 18.13	\$ 19.80	\$22.37	\$ 20.59	\$ 22.30	\$ 22.30	\$ 22.77	\$ 26.11	\$ 31.26	\$ 35.17
23	\$ 15.75	\$ 18.49	\$ 20.20	\$22.79	\$ 20.99	\$ 22.75	\$ 22.75	\$ 23.23	\$ 26.63	\$ 31.88	\$ 35.87
24	\$ 16.06	\$ 18.86	\$ 20.60	\$23.21	\$ 21.42	\$ 23.20	\$ 23.20	\$ 23.68	\$ 27.17	\$ 32.52	\$ 36.59
25	\$ 16.38	\$ 19.25	\$ 21.01	\$23.66	\$ 21.84	\$ 23.66	\$ 23.66	\$ 24.16	\$ 27.71	\$ 33.17	\$ 37.32

## **Hourly Scales - Position Key School Year 2022-2023**

### **Support Worker I**

Bus Monitor

### **Support Worker II**

Courier

Custodian

Grounds Maintenance

SFS Operator

Student Service Worker I (no degree) (185 days)

Early Head Start Assistant Teacher (209 days/8 hours)

Head Start Assistant Teacher/Bus Driver (190 days/8 hours)

Head Start Family Advocate I (no degree) (190 days/8 hours)

### **Support Worker III**

Carpenter Helper

Plumber Helper

Warehouse Worker/Driver

### **Support Worker IV**

Auto Mechanic

Building & Grounds Supervisor

Glazier

Mason

Painter

Preventative Maintenance Mechanic

Roofer

Stadium Maintenance Worker

Educational Interpreter I (181 days/7.5 hours)

Foreign Language Interpreter/Translator (185 days/8 hours)

Sign Language Facilitator I (181 days/7.5 hours)

XSEL Behavior Technician (205 days/7.5 hours)

Early Head Start Teacher (209 days/8 hours)

Head Start Teacher (190 days/7 hours)

Head Start/Early Head Start Mentor/Coach (200 days/7 hours)

## **Hourly Scales - Position Key School Year 2022-2023**

### **Support Worker V**

Carpenter  
Electrician  
Electronics Technician  
HVAC Technician  
Locksmith  
Plumber  
Refrigeration Technician  
Computer Technician  
Home Visitor (190 days)  
Materials Expediter  
Student Service Worker II (with degree) (185 days)  
Head Start Family Advocate II (with degree) (190 days/8 hours)

### **Support Worker VI**

Network Technicians  
Educational Interpreter II (181 days/8 hours)\*\*  
Sign Language Facilitator II (181 days/8 hours)\*\*

### **Aide**

Autism Service Aide I (181 days/7.5 hours)  
Character Coach, CIL @ Pinecrest (181 days/7.5 hours)  
Early Learning Instructional Aide (181 days/7.5 hours)  
Instructional Aide (181 days/7.5 hours); including Media and Special Education  
In-School Suspension Aide (181 days/7.5 hours)  
Safety Monitor (181 days/8 hours)  
Autism Services Aide II (181 days/8 hours)\*  
Behavior Support Lead (181 days/8 hours)\*

## **Hourly Scales - Position Key School Year 2022-2023**

### **Clerk & Office Staff**

Attendance Clerk - High School (200 days)

Data Entry Clerk

Guidance Clerk (181 days)

Instructional Materials Center Clerk

Meal Benefits Clerk

Procurement Clerk

Receptionist (District Office)

Secretary (School/District Office)

School Bookkeeper

Student Information Clerk (200 days)

Accounting Clerk\*

Accounts Payable Clerk\*

Administrative Secretary\*

Commodity Clerk\*

Human Resources Clerk\*

Inventory Control Clerk\*

Level Bookkeeper\*

Payroll Clerk\*

Powerschool Clerk\*

Registrar\*

Reimbursement Claims Clerk\*

Secretary/Dispatcher\*

*\*Beginning step for this position is step 2.*

## Salary Scales School Year 2022-2023

*Note: Unless otherwise noted, salaries for less-than-12 month positions are in proportion to the amounts shown below. Daily rates are based on a denominator of 260.*

Step	Nurse 185 Days	OT/PT 190 Days	Psychologist 200 Days	Supervisor I	Supervisor II	Supervisor III	Pro I	Pro II	Coordinator
0	\$ 40,130	\$ 50,899	\$ 58,960	\$ 37,278	\$ 44,615	\$ 56,308	\$ 51,470	\$ 67,212	\$ 68,219
1	\$ 40,705	\$ 51,635	\$ 59,818	\$ 38,013	\$ 45,507	\$ 57,153	\$ 52,242	\$ 68,220	\$ 69,243
2	\$ 41,288	\$ 52,183	\$ 60,689	\$ 38,784	\$ 46,428	\$ 58,010	\$ 53,025	\$ 69,243	\$ 70,282
3	\$ 41,881	\$ 53,142	\$ 61,571	\$ 39,549	\$ 47,350	\$ 58,880	\$ 53,820	\$ 70,282	\$ 71,336
4	\$ 42,483	\$ 53,913	\$ 62,469	\$ 40,364	\$ 48,278	\$ 59,764	\$ 54,628	\$ 71,337	\$ 72,407
5	\$ 43,094	\$ 54,695	\$ 63,378	\$ 41,153	\$ 49,264	\$ 60,660	\$ 55,448	\$ 72,407	\$ 73,493
6	\$ 43,712	\$ 55,488	\$ 64,303	\$ 41,982	\$ 50,239	\$ 61,570	\$ 56,279	\$ 73,493	\$ 74,594
7	\$ 44,341	\$ 56,293	\$ 65,241	\$ 42,827	\$ 51,236	\$ 62,493	\$ 57,124	\$ 74,594	\$ 75,713
8	\$ 44,980	\$ 57,111	\$ 66,192	\$ 43,682	\$ 52,284	\$ 63,430	\$ 57,981	\$ 75,714	\$ 76,850
9	\$ 45,628	\$ 57,942	\$ 67,158	\$ 44,538	\$ 53,330	\$ 64,382	\$ 58,850	\$ 76,850	\$ 78,001
10	\$ 46,285	\$ 58,784	\$ 68,140	\$ 45,453	\$ 54,386	\$ 65,348	\$ 59,732	\$ 78,002	\$ 79,172
11	\$ 46,953	\$ 59,639	\$ 69,135	\$ 46,368	\$ 55,472	\$ 66,328	\$ 60,628	\$ 79,172	\$ 80,360
12	\$ 47,631	\$ 60,507	\$ 70,145	\$ 47,289	\$ 56,583	\$ 67,324	\$ 61,538	\$ 80,360	\$ 81,565
13	\$ 48,318	\$ 61,388	\$ 71,171	\$ 48,224	\$ 57,727	\$ 68,332	\$ 62,462	\$ 81,565	\$ 82,789
14	\$ 49,016	\$ 62,282	\$ 72,211	\$ 49,204	\$ 58,866	\$ 69,358	\$ 63,398	\$ 82,789	\$ 84,030
15	\$ 49,725	\$ 63,189	\$ 73,268	\$ 50,172	\$ 60,047	\$ 70,398	\$ 64,349	\$ 84,030	\$ 85,291
16	\$ 50,444	\$ 64,111	\$ 74,340	\$ 51,176	\$ 61,260	\$ 71,454	\$ 65,314	\$ 85,291	\$ 86,571
17	\$ 51,174	\$ 65,045	\$ 75,429	\$ 52,187	\$ 62,452	\$ 72,526	\$ 66,294	\$ 86,570	\$ 87,869
18	\$ 51,916	\$ 65,995	\$ 76,532	\$ 53,243	\$ 63,723	\$ 73,614	\$ 67,288	\$ 87,869	\$ 89,187
19	\$ 52,666	\$ 66,958	\$ 77,655	\$ 54,310	\$ 64,997	\$ 74,718	\$ 68,298	\$ 89,187	\$ 90,525
20	\$ 53,430	\$ 67,935	\$ 78,793	\$ 55,408	\$ 66,297	\$ 75,839	\$ 69,322	\$ 90,524	\$ 91,883
21	\$ 54,205	\$ 68,927	\$ 79,948	\$ 56,508	\$ 67,620	\$ 76,976	\$ 70,362	\$ 91,883	\$ 93,262
22	\$ 54,991	\$ 69,935	\$ 81,120	\$ 57,638	\$ 68,961	\$ 78,131	\$ 71,417	\$ 93,261	\$ 94,660
23	\$ 55,789	\$ 70,957	\$ 82,310	\$ 58,791	\$ 70,356	\$ 79,303	\$ 72,488	\$ 94,660	\$ 96,080
24	\$ 56,599	\$ 71,995	\$ 83,518	\$ 59,967	\$ 71,752	\$ 80,493	\$ 73,576	\$ 96,080	\$ 97,520
25	\$ 57,436	\$ 73,063	\$ 84,760	\$ 60,866	\$ 72,827	\$ 81,700	\$ 74,680	\$ 97,521	\$ 98,983

## Salary Scales School Year 2022-2023

*Note: Unless otherwise noted, salaries for less-than-12 month positions are in proportion to the amounts shown below. Daily rates are based on a denominator of 260.*

Step	Assistant Principal		Elementary Principal	Middle Principal	High Principal	Director I	Director II	Assistant Superintendent	Chief Officer
	210 Days	220 Days							
0	\$ 69,551	\$ 72,864	\$ 87,267	\$ 89,643	\$ 94,396	\$ 78,960	\$ 88,947	\$ 101,519	\$ 126,715
1	\$ 70,594	\$ 73,956	\$ 88,576	\$ 90,988	\$ 95,813	\$ 80,144	\$ 90,281	\$ 102,788	\$ 128,298
2	\$ 71,653	\$ 75,066	\$ 89,905	\$ 92,353	\$ 97,250	\$ 81,346	\$ 91,636	\$ 104,073	\$ 129,902
3	\$ 72,727	\$ 76,192	\$ 91,253	\$ 93,738	\$ 98,708	\$ 82,566	\$ 93,011	\$ 105,373	\$ 131,526
4	\$ 73,818	\$ 77,335	\$ 92,622	\$ 95,143	\$ 100,189	\$ 83,805	\$ 94,405	\$ 106,691	\$ 133,170
5	\$ 74,926	\$ 78,495	\$ 94,012	\$ 96,570	\$ 101,692	\$ 85,061	\$ 95,821	\$ 108,025	\$ 134,835
6	\$ 76,050	\$ 79,673	\$ 95,422	\$ 98,020	\$ 103,217	\$ 86,337	\$ 97,259	\$ 109,374	\$ 136,521
7	\$ 77,191	\$ 80,868	\$ 96,853	\$ 99,489	\$ 104,765	\$ 87,633	\$ 98,718	\$ 110,742	\$ 138,227
8	\$ 78,348	\$ 82,081	\$ 98,305	\$ 100,982	\$ 106,337	\$ 88,947	\$ 100,198	\$ 112,127	\$ 139,954
9	\$ 79,524	\$ 83,312	\$ 99,781	\$ 102,497	\$ 107,932	\$ 90,281	\$ 101,702	\$ 113,528	\$ 141,704
10	\$ 80,716	\$ 84,562	\$ 101,277	\$ 104,034	\$ 109,551	\$ 91,636	\$ 103,228	\$ 114,947	\$ 143,476
11	\$ 81,928	\$ 85,830	\$ 102,796	\$ 105,594	\$ 111,195	\$ 93,011	\$ 104,775	\$ 116,384	\$ 145,269
12	\$ 83,157	\$ 87,117	\$ 104,338	\$ 107,178	\$ 112,862	\$ 94,405	\$ 106,347	\$ 117,839	\$ 147,085
13	\$ 84,404	\$ 88,424	\$ 105,903	\$ 108,786	\$ 114,555	\$ 95,821	\$ 107,943	\$ 119,312	\$ 148,924
14	\$ 85,669	\$ 89,750	\$ 107,492	\$ 110,418	\$ 116,273	\$ 97,259	\$ 109,562	\$ 120,804	\$ 150,784
15	\$ 86,955	\$ 91,096	\$ 109,104	\$ 112,074	\$ 118,017	\$ 98,717	\$ 111,204	\$ 122,313	\$ 152,670
16	\$ 88,260	\$ 92,463	\$ 110,741	\$ 113,755	\$ 119,788	\$ 100,198	\$ 112,873	\$ 123,842	
17	\$ 89,583	\$ 93,850	\$ 112,402	\$ 115,462	\$ 121,584	\$ 101,702	\$ 114,566	\$ 125,390	
18	\$ 90,927	\$ 95,258	\$ 114,088	\$ 117,193	\$ 123,408	\$ 103,226	\$ 116,284	\$ 126,958	
19	\$ 92,290	\$ 96,687	\$ 115,799	\$ 118,951	\$ 125,259	\$ 104,775	\$ 118,029	\$ 128,544	
20	\$ 93,675	\$ 98,137	\$ 117,536	\$ 120,736	\$ 127,139	\$ 106,347	\$ 119,799	\$ 130,151	
21	\$ 95,080	\$ 99,609	\$ 119,300	\$ 122,547	\$ 129,045	\$ 107,943	\$ 121,596	\$ 131,778	
22	\$ 96,506	\$ 101,103	\$ 121,089	\$ 124,385	\$ 130,981	\$ 109,562	\$ 123,420	\$ 133,426	
23	\$ 97,954	\$ 102,620	\$ 122,905	\$ 126,251	\$ 132,946	\$ 111,204	\$ 125,271	\$ 135,094	
24	\$ 99,424	\$ 104,159	\$ 124,749	\$ 128,145	\$ 134,940	\$ 112,873	\$ 127,151	\$ 136,781	
25	\$ 100,916	\$ 105,721	\$ 126,620	\$ 130,067	\$ 136,964	\$ 114,565	\$ 129,057	\$ 138,491	



## **Salary Scales - Position Key School Year 2022-2023**

### **Supervisor I**

Night Shift Custodial Field Supervisor  
SFS Field Supervisor  
Transportation Supervisor  
Head Start Center Director (200 days/8 hours)  
Head Start Center Director/Family Advocate (200 days/8 hours)  
Head Start/Early Head Start Center Director/Family Advocate (209 days/8 hours)

### **Supervisor II**

Building & Grounds Manager  
Foreman  
Instructional Material Center Manager  
Maintenance System Program Manager  
Payroll Manager  
Head Start Manager (225 days/8 hours)  
Head Start/Early Head Start Disabilities/Mental Health Specialist (225 days/8 hours)

### **Supervisor III**

Attendance Supervisor (190 days)  
Procurement Supervisor  
Supervisor of Accounting Systems  
Supervisor of Nursing Services  
Supervisor of Payroll Services

### **Professional I**

Budget Specialist  
Career Specialist (190 days)  
HRIS Specialist  
Internal Auditor  
Recruiting & Staffing Specialist  
Special Revenue Accountant  
Speech Language Pathologist Assistant (190 days)  
Technology Specialist  
Telecommunications Specialist  
Transition Services & Behavior Support Specialist @ CIL (185 days)

## **Salary Scales - Position Key**

### **School Year 2022-2023**

#### **Professional II**

Lead Attendance Supervisor (210 days)  
Lead Behavior Interventionist (210 days)  
College and Career Navigator (Adult Education)  
Special Programs Counselor (190 days)  
Technology Network Administrator  
Technology System Administrator

#### **Director I**

Director of Curriculum Support  
Director of Freedman Parenting Center  
Director of Procurement & Warehouse Services  
Director of School Food Service  
Director of Security and Emergency Management  
Director of Transportation  
Director of XSEL Program

#### **Director II**

Director of Accountability & Assessment  
Director of Administration  
Director of Adult Education  
Director of Business Services  
Director of Center for Innovative Learning at Pinecrest  
Director of Communications  
Director of Facilities Construction  
Director of Federal Programs  
Director of Maintenance & Operations  
Director of Special Programs  
Director of Student Services  
Director of Technology

## **Service Credit (For Employees Not Paid From Teacher Scale)**

- 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.
- 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 Assistant Superintendents and Principals only. Alternate worksheets will be used for other positions.

Effective Date: \_\_\_\_\_ Scale: \_\_\_\_\_  
 Name: \_\_\_\_\_ Location: \_\_\_\_\_  
 Position: \_\_\_\_\_ Contract Days/Hours: \_\_\_\_\_

## SERVICE CREDIT CALCULATION

	<u>Points</u>
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 <i>Doctorate or M+30, not both.</i>	= _____
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 Assistant Superintendents and Principals.

Effective Date: \_\_\_\_\_ Scale: \_\_\_\_\_  
 Name: \_\_\_\_\_ Location: \_\_\_\_\_  
 Position: \_\_\_\_\_ Contract Days/Hours: \_\_\_\_\_

## SERVICE CREDIT CALCULATION

	<u>Points</u>
<b>Experience:</b>	
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 = _____
<b>Education:</b>	
Doctorate = 4 points /Masters + 30 = 3 points/NBC teacher = 1 points	= _____
<i>Note: National Board Certified <u>only</u> counted if losing NBC supplement as result of this new position. Doctorate or M+30, not both.</i>	
<b>Total points</b>	<b>= _____</b>

## 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 \$30 per hour of instruction. Adult Education aides are paid \$15 per hour.

### 2. **Alternative Program**

Teachers not employed under a regular contract are paid \$30 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 \$30 per hour.

### 5. **Homebound Instruction**

Teachers of homebound students are paid \$30 per hour.

### 6. **Nurses (Non-ESSER)**

Nurses working summer hours are paid at the rate of \$30 per hour.

### 7. **Special Committees**

Employees who serve on special committees, when authorized by the Board of Education or Superintendent and approved for compensation, are paid \$20 per hour. Administrative personnel are not eligible for reimbursement for committee work.

### 8. **Special Education**

Extra duty rates for Special Education employees are as follow:

- Education Interpreters I - \$15 per hour
- Education Interpreters II - \$25 per hour
- Occupational Therapists/Physical Therapists/Psychologists - \$30 per hour
- Speech Pathologist - \$30 per hour

### 9. **Summer Program/After School (Non-ESSER)**

Teachers are paid \$30 per hour. Lead teachers are paid \$32 per hour. Instructional aides are paid \$15 per hour for summer school or after school work.

\*These rates will also be in effect for ESSER programming unless Board approval of differing rates supersedes these amounts.

### 10. **School Food Service Summer Program (Non-ESSER)**

School Food Service Managers are paid \$16 per hour. School Food Service Operators are paid \$12 per hour for summer work.

**11. ESSER- Funded Summer Program**

Summer program funded through federal Elementary and Secondary School Emergency Relief funds are:

- Lead Teachers - \$45 per hour
- Teachers/Counselors - \$42 per hour
- School Nurses/Occupational Therapists/Physical Therapists/Psychologists - \$35 per hour
- Aides - \$20 per hour
- Bus Drivers - \$20 per hour
- Bus Monitors - \$16 per hour
- School Food Service Managers - \$21 per hour
- School Food Service Operators - \$18 per hour

**12. Activity Bus Drivers**

Activity bus drivers are paid a rate of \$15 per hour.

**13. Traffic Control Worker**

Employed traffic control workers are paid a rate of \$25 per hour.

**14. 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 conclusion of the semester.

*Note: Any justifiable exceptions require approval by Senior Staff and, if necessary, the School Board.*

**Curriculum, Instruction and Other Supplements  
School Year 2022-2023**

<b>Supplement</b>	<b>Slots</b>	<b>Amount</b>
<b>Lead Counselor (One Each for Elementary, Middle, High, Early College)*</b>	4	\$ 1,937
<b>Curriculum/Instructional Associate*</b>	5	\$ 1,937
<b>Department Head (Secondary)</b> Allocated 1 to 300 ADM, Max. 5, Min. 2	31	\$ 900
<b>Team/Grade Level Chair or Special Instruction (Elementary/Middle)</b> Allocated 2 Positions ADM 0 to 449 Allocated 4 Positions ADM 450 to 699 Allocated 6 Positions ADM 700+ and up	112	\$ 900
<b>School Level Title I Facilitator</b>		\$ 575
<b>School Level Communications Liaison</b>	42	\$ 1,074
<b>Lead Foreman*</b>	1	\$ 5,163
<b>Lead Technology Specialist*</b>	3	\$ 5,163

\*assigned at the District level



## Extracurricular Supplements School Year 2022-2023

Supplement	Slots	Amount
<b>Student Council Sponsor</b>		
Secondary	8	\$ 1,047
Middle	11	\$ 645
<b>Academic Team Coach</b>		
District	2	\$ 1,643
Secondary (Eight Contests [8] Minimum 6 + 1 + County Tournament)	8	\$ 1,033
Middle (Nine Contests [9] Minimum)	11	\$ 645
<b>Mathematics Team Coach</b>		
Secondary (Six [6] Contests Minimum)	8	\$ 645
<b>Yearbook Sponsor (Hardcover with Layout)</b>		
Secondary	8	\$ 1,292
Middle	11	\$ 645
<b>Class Sponsor (Secondary):</b>		
Junior/Senior (1 per grade)	16	\$ 827
Freshman/Sophomore (1 per grade)	16	\$ 277
<b>Drama (Secondary):</b>		
Three Acts (3) Minimum	7	\$ 1,033
<b>Debate Team (Secondary):</b>		
Six Contests (6) Minimum	8	\$ 1,550
<b>School Newspaper Sponsor (Secondary/Middle):</b>		
Seven (7) Issues Minimum		
Secondary without Class Period	7	\$ 1,097
Middle School without Class Period Only	11	\$ 386
<b>Band Director</b>		
Secondary (12 After-school Performances)	7	\$ 8,008
Middle (10 After-school Performances)	10	\$ 3,196
<b>Assistant Band Director</b>		
Secondary	27	\$ 3,229
<b>Glee Club/Chorus</b>		
Secondary	7	\$ 1,453
Middle	11	\$ 258
<b>Robotics</b>	8	\$ 902

## Athletic Supplements School Year 2022-2023

Athletics	**Years' Experience			Slots
	0 to 4	5 to 9	10 or more	
<b>Athletic Director (*release time)</b>				
Class A Schools - 2 Periods*	\$ 8,221	\$ 10,050	\$ 11,876	2
Class AA Schools - 2 Periods*	\$ 8,221	\$ 10,050	\$ 11,876	1
Class AAA Schools - 2 Periods*	\$ 10,050	\$ 11,876	\$ 13,704	0
Class AAAA Schools - 2 Periods*	\$ 10,050	\$ 11,876	\$ 13,704	4
Middle Schools - 0 Period*	\$ 4,406	\$ 5,383	\$ 6,362	10
<b>Assistant Athletic Director</b>				
Secondary				
Class A and AA	\$ 4,112	\$ 5,024	\$ 5,938	3
Class AAA and AAAA	\$ 5,024	\$ 5,938	\$ 6,852	4
<b>Football</b>				
AAAA/AAA Varsity Head Coach (Min. 8 games)	\$ 10,050	\$ 11,876	\$ 13,704	4
AA/A Varsity Head Coach (Min. 8 games)	\$ 8,221	\$ 10,050	\$ 11,876	3
*** Assistant Football Coach	\$ 4,698	\$ 5,481	\$ 6,265	50
Middle Head Coach (Min. 6 games)	\$ 4,406	\$ 5,383	\$ 6,362	10
Middle Assistant Coach (Min. 6 games)	\$ 2,448	\$ 2,856	\$ 3,262	10
<b>Basketball</b>				
Varsity Head Coach (Min. 16 games)	\$ 5,481	\$ 6,395	\$ 7,309	14
Junior Varsity Coach (Min. 12 games)	\$ 2,350	\$ 2,740	\$ 3,132	14
Middle Head Coach (Min. 12 games)	\$ 2,937	\$ 3,425	\$ 3,915	20
<b>Baseball</b>				
Varsity Head Coach (Min. 12 games)	\$ 3,654	\$ 4,112	\$ 4,567	7
Junior Varsity Coach (Min. 9 games)	\$ 1,565	\$ 1,879	\$ 2,192	7
<b>Softball</b>				
Varsity Head Coach (Min. 8 games)	\$ 3,654	\$ 4,112	\$ 4,567	7
Junior Varsity Coach (Min. 6 games)	\$ 1,565	\$ 1,879	\$ 2,192	7
<b>Wrestling</b>				
Varsity Head Coach (Min. 16 meets)	\$ 3,654	\$ 4,112	\$ 4,567	7
<b>Volleyball</b>				
Varsity Head Coach (Min. 8 games)	\$ 3,106	\$ 3,289	\$ 3,471	7
Junior Varsity Coach (Min. 6 games)	\$ 1,565	\$ 1,879	\$ 2,192	7
Middle Head Coach (Min. 6 games)	\$ 1,860	\$ 1,956	\$ 2,057	10
<b>Track</b>				
4A/3A Varsity Head Coach (Min. 6 meets)	\$ 3,106	\$ 3,289	\$ 3,471	8
2A/1A Varsity Head Coach (Min. 6 meets)	\$ 2,557	\$ 2,741	\$ 2,924	6
<b>Tennis</b>				
Varsity Head Coach (Min. 6 matches)	\$ 2,012	\$ 2,192	\$ 2,376	14
<b>Golf</b>				
Varsity Head Coach (Min. 6 matches)	\$ 2,012	\$ 2,192	\$ 2,376	14
Middle Head Coach (Min. 5)	\$ 1,036	\$ 1,129	\$ 1,224	10

## Athletic Supplements School Year 2022-2023

Athletics	**Years' Experience			Slots
	0 to 4	5 to 9	10 or more	
<b>Cross Country</b>				
Varsity Head Coach (Min. 6 meets)	\$ 2,012	\$ 2,192	\$ 2,376	7
<b>Soccer</b>				
Varsity Head Coach (Min. 8 games)	\$ 3,654	\$ 4,112	\$ 4,567	14
Junior Varsity Coach (Min. 6 games)	\$ 1,565	\$ 1,879	\$ 2,192	14
<b>Swimming</b>				
Varsity Head Coach (Min. 6 meets)	\$ 2,012	\$ 2,192	\$ 2,376	7
<b>Weight Program</b>				
Class A Schools	\$ 3,654	\$ 3,654	\$ 3,654	2
Class AA Schools	\$ 3,654	\$ 3,654	\$ 3,654	1
Class AAA Schools	\$ 4,383	\$ 4,383	\$ 4,383	0
Class AAAA Schools	\$ 4,383	\$ 4,383	\$ 4,383	4
<b>Cheerleading</b>				
Varsity Head Coach	\$ 3,106	\$ 3,289	\$ 3,471	7
Junior Varsity Coach	\$ 1,252	\$ 1,409	\$ 1,565	7
Middle Schools	\$ 1,664	\$ 1,763	\$ 1,860	10

\*Each high school is allocated two periods for 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 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 approval of the Assistant Superintendent for that respective level and the District Superintendent.

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).

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 for any classified (hourly) employee who coaches, utilizing a blended hourly rate. Schools must maintain timesheets as documentation of coaching hours worked by a classified employee. Any hours in excess of the establish limit and thus in excess of the supplement amount will be covered by schools from local school funds.

## Standard Contract Lengths by Position School Year 2022-2023

### 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	200 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	200 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	200 days/8 hours
Registrar	12 months
Guidance Clerk	181 days/8 hours



**AIKEN COUNTY**  
PUBLIC SCHOOLS