

BOARD AGENDA ITEM

July 16, 2024

SUBJECT:

Revision to the 2024 – 2025 Salary Schedule – New Overtime Rules

BACKGROUND INFORMATION:

New overtime rules went into effect under the Federal Fair Labor Standards Act (FLSA) on July 1, 2024, increasing the overtime threshold from \$35,568 to \$43,888.

ADMINISTRATIVE CONSIDERATION:

The Administration reviewed the approved 2024 – 2025 salary schedule to determine impacts of the overtime change. Increasing pay for pending certification teachers to \$43,888 and increasing the starting point for the supervisor I pay scale from its current \$38,397 to \$43,888 would help ensure compliance.

The change to the supervisor I pay scale impacts 13 employees including one in maintenance, eight transportation supervisors and three child nutrition (CNP) field supervisors. The estimated cost is \$54,303 to the General Fund and \$18,078 to the CNP fund. [Note: The alternative of leaving the scale unchanged, tracking hours, and paying overtime rates to those 13 positions projects to be more costly than shifting the pay scale.]

RECOMMENDATION:

Approve the supervisor I pay scale and pending teacher certification salary revisions in the 2024 – 2025 salary schedule to comply with new overtime rules

ATTACHMENT:

Excerpts from the 2024 – 2025 salary schedule (pages 1 and 14)

PREPARED BY:

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Teacher Scales - 190 Day Contracts School Year 2024-2025

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	\$ 49,067	\$ 50,244	\$ 54,342	\$ 57,765	\$ 62,531
E1	1	\$ 49,067	\$ 50,244	\$ 54,342	\$ 57,765	\$ 62,531
E2	2	\$ 49,067	\$ 50,244	\$ 54,342	\$ 57,765	\$ 62,531
E3	3	\$ 49,067	\$ 50,244	\$ 54,342	\$ 57,765	\$ 62,531
4	4	\$ 49,725	\$ 50,884	\$ 54,834	\$ 58,403	\$ 63,497
5	5	\$ 50,755	\$ 51,916	\$ 55,980	\$ 59,548	\$ 65,026
6	6	\$ 51,825	\$ 52,983	\$ 57,125	\$ 60,693	\$ 66,551
7	7	\$ 52,857	\$ 54,014	\$ 58,270	\$ 61,836	\$ 68,080
8	8	\$ 53,926	\$ 55,084	\$ 59,417	\$ 62,982	\$ 69,606
9	9	\$ 54,956	\$ 56,115	\$ 60,562	\$ 64,130	\$ 71,135
10	10	\$ 56,023	\$ 57,183	\$ 61,708	\$ 65,276	\$ 72,661
11	11	\$ 57,058	\$ 58,213	\$ 62,852	\$ 66,421	\$ 74,190
12	12	\$ 58,125	\$ 59,285	\$ 63,997	\$ 67,565	\$ 75,717
13	13	\$ 59,156	\$ 60,314	\$ 65,142	\$ 68,712	\$ 77,243
14	14	\$ 60,226	\$ 61,385	\$ 66,290	\$ 69,856	\$ 78,771
15	15	\$ 61,256	\$ 62,416	\$ 67,434	\$ 71,003	\$ 80,297
16	16	\$ 62,327	\$ 63,483	\$ 68,580	\$ 72,149	\$ 81,825
17	17	\$ 63,356	\$ 64,516	\$ 69,726	\$ 73,293	\$ 83,354
18	18	\$ 63,914	\$ 65,094	\$ 70,361	\$ 73,964	\$ 84,126
19	19	\$ 64,478	\$ 65,675	\$ 70,994	\$ 74,640	\$ 84,906
20	20	\$ 65,047	\$ 66,264	\$ 71,640	\$ 75,324	\$ 85,696
21	21	\$ 65,623	\$ 66,858	\$ 72,291	\$ 76,014	\$ 86,493
22	22	\$ 66,791	\$ 68,066	\$ 73,613	\$ 77,415	\$ 88,110
23	23	\$ 67,977	\$ 69,293	\$ 74,955	\$ 78,838	\$ 89,753
24	24	\$ 69,186	\$ 70,543	\$ 76,323	\$ 80,289	\$ 91,427
25	25	\$ 70,419	\$ 71,818	\$ 77,719	\$ 81,770	\$ 93,134
26	26	\$ 71,677	\$ 73,119	\$ 79,143	\$ 83,279	\$ 94,876
27	27	\$ 72,980	\$ 74,466	\$ 80,616	\$ 84,840	\$ 96,674
28	28	\$ 74,375	\$ 75,905	\$ 82,183	\$ 86,497	\$ 98,572

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 \$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.

Salary Scales School Year 2024-2025

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	\$ 44,820	\$ 55,649	\$ 63,830	\$ 43,888	\$ 45,954	\$ 57,997	\$ 53,014	\$ 69,228	\$ 70,266
1	\$ 45,395	\$ 56,385	\$ 64,688	\$ 44,546	\$ 46,873	\$ 58,867	\$ 53,809	\$ 70,266	\$ 71,321
2	\$ 45,978	\$ 57,133	\$ 65,559	\$ 45,215	\$ 47,821	\$ 59,750	\$ 54,616	\$ 71,320	\$ 72,390
3	\$ 46,571	\$ 57,892	\$ 66,441	\$ 45,893	\$ 48,771	\$ 60,646	\$ 55,435	\$ 72,390	\$ 73,477
4	\$ 47,173	\$ 58,663	\$ 67,339	\$ 46,581	\$ 49,726	\$ 61,557	\$ 56,267	\$ 73,477	\$ 74,579
5	\$ 47,784	\$ 59,445	\$ 68,248	\$ 47,280	\$ 50,742	\$ 62,479	\$ 57,111	\$ 74,579	\$ 75,698
6	\$ 48,402	\$ 60,238	\$ 69,173	\$ 47,989	\$ 51,747	\$ 63,417	\$ 57,968	\$ 75,697	\$ 76,832
7	\$ 49,031	\$ 61,043	\$ 70,111	\$ 48,709	\$ 52,773	\$ 64,368	\$ 58,837	\$ 76,832	\$ 77,985
8	\$ 49,670	\$ 61,861	\$ 71,062	\$ 49,440	\$ 53,852	\$ 65,333	\$ 59,720	\$ 77,985	\$ 79,156
9	\$ 50,318	\$ 62,692	\$ 72,028	\$ 50,181	\$ 54,930	\$ 66,314	\$ 60,615	\$ 79,155	\$ 80,341
10	\$ 50,975	\$ 63,534	\$ 73,010	\$ 50,934	\$ 56,017	\$ 67,309	\$ 61,524	\$ 80,342	\$ 81,547
11	\$ 51,643	\$ 64,389	\$ 74,005	\$ 51,698	\$ 57,136	\$ 68,318	\$ 62,447	\$ 81,548	\$ 82,771
12	\$ 52,321	\$ 65,257	\$ 75,015	\$ 52,473	\$ 58,281	\$ 69,343	\$ 63,384	\$ 82,771	\$ 84,012
13	\$ 53,008	\$ 66,138	\$ 76,041	\$ 53,260	\$ 59,459	\$ 70,382	\$ 64,335	\$ 84,012	\$ 85,272
14	\$ 53,706	\$ 67,032	\$ 77,081	\$ 54,059	\$ 60,632	\$ 71,439	\$ 65,300	\$ 85,272	\$ 86,550
15	\$ 54,415	\$ 67,939	\$ 78,138	\$ 54,870	\$ 61,849	\$ 72,510	\$ 66,279	\$ 86,551	\$ 87,850
16	\$ 55,134	\$ 68,861	\$ 79,210	\$ 55,693	\$ 63,098	\$ 73,597	\$ 67,273	\$ 87,850	\$ 89,168
17	\$ 55,864	\$ 69,795	\$ 80,299	\$ 56,529	\$ 64,325	\$ 74,702	\$ 68,282	\$ 89,168	\$ 90,505
18	\$ 56,606	\$ 70,695	\$ 81,402	\$ 57,377	\$ 65,634	\$ 75,823	\$ 69,306	\$ 90,505	\$ 91,863
19	\$ 57,356	\$ 71,708	\$ 82,525	\$ 58,237	\$ 66,947	\$ 76,960	\$ 70,347	\$ 91,862	\$ 93,240
20	\$ 58,120	\$ 72,685	\$ 83,663	\$ 59,111	\$ 68,286	\$ 78,114	\$ 71,402	\$ 93,240	\$ 94,639
21	\$ 58,895	\$ 73,677	\$ 84,818	\$ 59,997	\$ 69,649	\$ 79,285	\$ 72,473	\$ 94,639	\$ 96,060
22	\$ 59,681	\$ 74,685	\$ 85,990	\$ 60,897	\$ 71,029	\$ 80,475	\$ 73,559	\$ 96,059	\$ 97,500
23	\$ 60,479	\$ 75,707	\$ 87,180	\$ 61,811	\$ 72,466	\$ 81,682	\$ 74,663	\$ 97,500	\$ 98,962
24	\$ 61,289	\$ 76,745	\$ 88,388	\$ 62,738	\$ 73,904	\$ 82,908	\$ 75,784	\$ 98,962	\$ 100,446
25	\$ 62,126	\$ 77,813	\$ 89,630	\$ 63,679	\$ 75,012	\$ 84,151	\$ 76,920	\$ 100,446	\$ 101,952
26	\$ 63,025	\$ 78,946	\$ 90,939	\$ 64,634	\$ 76,137	\$ 85,413	\$ 78,074	\$ 101,953	\$ 103,481