



AIKEN COUNTY
PUBLIC SCHOOLS

SALARY SCHEDULE

2021 - 2022

C-2

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 2021-2022

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	\$ 41,227	\$ 43,094	\$ 47,305	\$ 50,862	\$ 55,720
E1	1	\$ 41,227	\$ 43,094	\$ 47,305	\$ 50,862	\$ 55,720
E2	2	\$ 41,227	\$ 43,094	\$ 47,305	\$ 50,862	\$ 55,720
E3	3	\$ 41,227	\$ 43,094	\$ 47,305	\$ 50,862	\$ 55,720
4	4	\$ 41,864	\$ 43,713	\$ 47,781	\$ 51,480	\$ 56,656
5	5	\$ 42,862	\$ 44,712	\$ 48,891	\$ 52,589	\$ 58,137
6	6	\$ 43,899	\$ 45,747	\$ 50,000	\$ 53,698	\$ 59,614
7	7	\$ 44,898	\$ 46,745	\$ 51,109	\$ 54,805	\$ 61,094
8	8	\$ 45,933	\$ 47,781	\$ 52,220	\$ 55,915	\$ 62,572
9	9	\$ 46,931	\$ 48,780	\$ 53,329	\$ 57,026	\$ 64,053
10	10	\$ 47,964	\$ 49,814	\$ 54,439	\$ 58,137	\$ 65,532
11	11	\$ 48,966	\$ 50,812	\$ 55,546	\$ 59,245	\$ 67,012
12	12	\$ 50,000	\$ 51,850	\$ 56,656	\$ 60,354	\$ 68,491
13	13	\$ 50,999	\$ 52,847	\$ 57,765	\$ 61,465	\$ 69,969
14	14	\$ 52,035	\$ 53,884	\$ 58,876	\$ 62,572	\$ 71,449
15	15	\$ 53,032	\$ 54,882	\$ 59,985	\$ 63,684	\$ 72,927
16	16	\$ 54,070	\$ 55,916	\$ 61,094	\$ 64,793	\$ 74,406
17	17	\$ 55,066	\$ 56,916	\$ 62,204	\$ 65,901	\$ 75,887
18	18	\$ 55,607	\$ 57,476	\$ 62,819	\$ 66,551	\$ 76,635
19	19	\$ 56,153	\$ 58,039	\$ 63,432	\$ 67,206	\$ 77,390
20	20	\$ 56,704	\$ 58,609	\$ 64,058	\$ 67,869	\$ 78,156
21	21	\$ 57,262	\$ 59,185	\$ 64,689	\$ 68,537	\$ 78,927
22	22	\$ 58,393	\$ 60,355	\$ 65,969	\$ 69,894	\$ 80,494
23	23	\$ 59,542	\$ 61,543	\$ 67,269	\$ 71,272	\$ 82,085
24	24	\$ 60,713	\$ 62,753	\$ 68,594	\$ 72,677	\$ 83,706
25	25	\$ 61,907	\$ 63,988	\$ 69,946	\$ 74,111	\$ 85,360
26	25	\$ 63,125	\$ 65,248	\$ 71,325	\$ 75,573	\$ 87,047

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 2021-2022

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	\$ 216.98	\$ 226.81	\$ 248.97	\$ 267.69	\$ 293.26
E1	1	\$ 216.98	\$ 226.81	\$ 248.97	\$ 267.69	\$ 293.26
E2	2	\$ 216.98	\$ 226.81	\$ 248.97	\$ 267.69	\$ 293.26
E3	3	\$ 216.98	\$ 226.81	\$ 248.97	\$ 267.69	\$ 293.26
4	4	\$ 220.34	\$ 230.07	\$ 251.48	\$ 270.95	\$ 298.19
5	5	\$ 225.59	\$ 235.33	\$ 257.32	\$ 276.78	\$ 305.98
6	6	\$ 231.05	\$ 240.77	\$ 263.16	\$ 282.62	\$ 313.76
7	7	\$ 236.31	\$ 246.03	\$ 268.99	\$ 288.45	\$ 321.55
8	8	\$ 241.75	\$ 251.48	\$ 274.84	\$ 294.29	\$ 329.33
9	9	\$ 247.01	\$ 256.74	\$ 280.68	\$ 300.14	\$ 337.12
10	10	\$ 252.44	\$ 262.18	\$ 286.52	\$ 305.98	\$ 344.91
11	11	\$ 257.72	\$ 267.43	\$ 292.35	\$ 311.82	\$ 352.69
12	12	\$ 263.16	\$ 272.89	\$ 298.19	\$ 317.65	\$ 360.48
13	13	\$ 268.42	\$ 278.14	\$ 304.03	\$ 323.50	\$ 368.26
14	14	\$ 273.87	\$ 283.60	\$ 309.87	\$ 329.33	\$ 376.05
15	15	\$ 279.12	\$ 288.85	\$ 315.71	\$ 335.18	\$ 383.83
16	16	\$ 284.58	\$ 294.29	\$ 321.55	\$ 341.02	\$ 391.61
17	17	\$ 289.82	\$ 299.56	\$ 327.39	\$ 346.85	\$ 399.41
18	18	\$ 292.67	\$ 302.51	\$ 330.63	\$ 350.27	\$ 403.34
19	19	\$ 295.54	\$ 305.47	\$ 333.85	\$ 353.72	\$ 407.32
20	20	\$ 298.44	\$ 308.47	\$ 337.15	\$ 357.20	\$ 411.35
21	21	\$ 301.38	\$ 311.50	\$ 340.47	\$ 360.72	\$ 415.41
22	22	\$ 307.33	\$ 317.66	\$ 347.20	\$ 367.86	\$ 423.65
23	23	\$ 313.38	\$ 323.91	\$ 354.05	\$ 375.12	\$ 432.03
24	24	\$ 319.54	\$ 330.28	\$ 361.02	\$ 382.51	\$ 440.56
25	25	\$ 325.83	\$ 336.78	\$ 368.14	\$ 390.06	\$ 449.26
26	26	\$ 332.24	\$ 343.41	\$ 375.39	\$ 397.75	\$ 458.14

JROTC Instructor Scales

School Year 2021-2022

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	\$ 40,899	\$ 44,833	\$ 49,643	\$ 52,345	\$ 52,520	\$ 61,003	\$ 69,814	\$ 77,453
1	\$ 42,497	\$ 46,585	\$ 50,613	\$ 53,371	\$ 53,550	\$ 62,204	\$ 71,190	\$ 78,293
2	\$ 44,159	\$ 48,411	\$ 51,608	\$ 54,418	\$ 54,602	\$ 63,426	\$ 72,592	\$ 79,143
3	\$ 45,882	\$ 49,831	\$ 52,619	\$ 55,487	\$ 55,674	\$ 64,676	\$ 74,026	\$ 79,925
4	\$ 47,680	\$ 51,297	\$ 53,650	\$ 56,576	\$ 56,769	\$ 65,950	\$ 75,124	\$ 80,794
5	\$ 49,545	\$ 52,305	\$ 54,703	\$ 57,687	\$ 57,883	\$ 67,247	\$ 76,232	\$ 81,671
6	\$ 51,002	\$ 53,329	\$ 55,778	\$ 58,820	\$ 59,022	\$ 68,572	\$ 77,363	\$ 82,557
7	\$ 52,501	\$ 54,375	\$ 56,872	\$ 59,978	\$ 60,180	\$ 69,923	\$ 78,507	\$ 83,374
8	\$ 54,047	\$ 55,444	\$ 57,991	\$ 61,158	\$ 61,365	\$ 70,960	\$ 79,669	\$ 84,280
9	\$ 55,109	\$ 56,535	\$ 59,127	\$ 62,360	\$ 62,571	\$ 72,007	\$ 80,851	\$ 85,196
10	\$ 56,188	\$ 57,644	\$ 60,292	\$ 63,587	\$ 63,804	\$ 73,075	\$ 81,729	\$ 86,039
11	\$ 57,295	\$ 58,777	\$ 61,478	\$ 64,841	\$ 65,062	\$ 74,153	\$ 82,616	\$ 86,889
12	\$ 58,420	\$ 59,934	\$ 62,686	\$ 66,116	\$ 66,340	\$ 75,253	\$ 83,513	\$ 87,832
13	\$ 59,568	\$ 61,111	\$ 63,921	\$ 67,418	\$ 67,650	\$ 76,363	\$ 84,421	\$ 88,789
14	\$ 60,739	\$ 62,314	\$ 65,176	\$ 68,744	\$ 68,981	\$ 77,495	\$ 85,340	\$ 89,751
15	\$ 61,936	\$ 63,541	\$ 66,463	\$ 70,099	\$ 70,340	\$ 78,641	\$ 86,268	\$ 90,640
16	\$ 63,153	\$ 64,792	\$ 67,771	\$ 71,483	\$ 71,728	\$ 79,808	\$ 87,206	\$ 91,626
17	\$ 64,397	\$ 66,066	\$ 69,108	\$ 72,892	\$ 73,142	\$ 80,988	\$ 88,154	\$ 92,623
18	\$ 65,664	\$ 67,369	\$ 70,470	\$ 74,330	\$ 74,582	\$ 82,189	\$ 89,116	\$ 93,540
19	\$ 66,956	\$ 68,696	\$ 71,859	\$ 75,797	\$ 76,055	\$ 83,408	\$ 90,084	\$ 94,466
20	\$ 68,276	\$ 70,050	\$ 73,276	\$ 77,291	\$ 77,554	\$ 84,644	\$ 91,064	\$ 95,495
21	\$ 68,948	\$ 70,740	\$ 73,998	\$ 78,054	\$ 78,319	\$ 85,481	\$ 91,965	\$ 96,439
22	\$ 70,315	\$ 72,141	\$ 75,465	\$ 79,603	\$ 79,873	\$ 87,179	\$ 93,794	\$ 98,357
23	\$ 71,008	\$ 72,852	\$ 76,210	\$ 80,389	\$ 80,661	\$ 88,042	\$ 94,722	\$ 99,331
24	\$ 72,408	\$ 74,290	\$ 77,714	\$ 81,977	\$ 82,255	\$ 89,783	\$ 96,596	\$ 101,298
25	\$ 73,836	\$ 75,755	\$ 79,248	\$ 83,597	\$ 83,880	\$ 91,559	\$ 98,508	\$ 103,304
26	\$ 75,293	\$ 77,250	\$ 80,813	\$ 85,249	\$ 85,538	\$ 93,370	\$ 100,458	\$ 105,350

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 24 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. 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.]
- 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 \$2,461. A head custodian level 2 (for schools with square footages of less than 80,000 sq. ft.) will be paid a supplement of \$1,847. 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 5th and 20th with the exception of the months of December and January in order to accommodate the holiday work schedule. When the 5th or 20th falls on a holiday, weekend or other non-work day, the pay day will be the last preceding District work day.

Year 2021-2022 pay dates are as follow:

Thursday, July 1, 2021

Tuesday, July 20, 2021

Thursday, August 5, 2021

Friday, August 20, 2021

Friday, September 3, 2021

Monday, September 20, 2021

Tuesday, October 5, 2021

Wednesday, October 20, 2021

Friday, November 5, 2021

Friday, November 19, 2021

Friday, December 3, 2021

Thursday, December 9, 2021

Thursday, December 16, 2021

Thursday, January 20, 2022

Friday, February 4, 2022

Thursday, February 17, 2022

Friday, March 4, 2022

Friday, March 18, 2022

Friday, April 1, 2022

Wednesday, April 20, 2022

Thursday, May 5, 2022

Friday, May 20, 2022

Friday, June 3, 2022

Monday, June 20, 2022

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 2021-2022

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 & Suppt	Support VI
0	\$ 9.67	\$ 11.35	\$ 12.40	\$13.86	\$ 12.90	\$ 13.97	\$ 13.97	\$ 14.26	\$ 16.36	\$ 19.58	\$ 22.03
1	\$ 9.86	\$ 11.58	\$ 12.65	\$14.12	\$ 13.16	\$ 14.25	\$ 14.25	\$ 14.55	\$ 16.68	\$ 19.97	\$ 22.47
2	\$ 10.06	\$ 11.81	\$ 12.91	\$14.41	\$ 13.42	\$ 14.53	\$ 14.53	\$ 14.85	\$ 17.02	\$ 20.37	\$ 22.92
3	\$ 10.26	\$ 12.05	\$ 13.17	\$14.69	\$ 13.69	\$ 14.82	\$ 14.82	\$ 15.14	\$ 17.36	\$ 20.79	\$ 23.38
4	\$ 10.46	\$ 12.29	\$ 13.43	\$14.98	\$ 13.96	\$ 15.13	\$ 15.13	\$ 15.44	\$ 17.70	\$ 21.20	\$ 23.85
5	\$ 10.68	\$ 12.53	\$ 13.70	\$15.27	\$ 14.24	\$ 15.43	\$ 15.43	\$ 15.74	\$ 18.06	\$ 21.62	\$ 24.32
6	\$ 10.89	\$ 12.79	\$ 13.97	\$15.58	\$ 14.52	\$ 15.73	\$ 15.73	\$ 16.07	\$ 18.42	\$ 22.05	\$ 24.81
7	\$ 11.11	\$ 13.05	\$ 14.25	\$15.89	\$ 14.81	\$ 16.05	\$ 16.05	\$ 16.38	\$ 18.79	\$ 22.50	\$ 25.31
8	\$ 11.33	\$ 13.30	\$ 14.53	\$16.21	\$ 15.11	\$ 16.37	\$ 16.37	\$ 16.72	\$ 19.16	\$ 22.95	\$ 25.81
9	\$ 11.56	\$ 13.57	\$ 14.82	\$16.53	\$ 15.41	\$ 16.70	\$ 16.70	\$ 17.04	\$ 19.55	\$ 23.40	\$ 26.33
10	\$ 11.79	\$ 13.84	\$ 15.13	\$16.88	\$ 15.72	\$ 17.03	\$ 17.03	\$ 17.39	\$ 19.94	\$ 23.87	\$ 26.86
11	\$ 12.02	\$ 14.12	\$ 15.43	\$17.21	\$ 16.04	\$ 17.38	\$ 17.38	\$ 17.73	\$ 20.34	\$ 24.36	\$ 27.40
12	\$ 12.27	\$ 14.41	\$ 15.73	\$17.55	\$ 16.36	\$ 17.72	\$ 17.72	\$ 18.09	\$ 20.74	\$ 24.84	\$ 27.94
13	\$ 12.51	\$ 14.69	\$ 16.05	\$17.90	\$ 16.68	\$ 18.07	\$ 18.07	\$ 18.45	\$ 21.16	\$ 25.33	\$ 28.50
14	\$ 12.76	\$ 14.98	\$ 16.37	\$18.25	\$ 17.02	\$ 18.44	\$ 18.44	\$ 18.82	\$ 21.59	\$ 25.84	\$ 29.06
15	\$ 13.01	\$ 15.28	\$ 16.70	\$18.61	\$ 17.36	\$ 18.81	\$ 18.81	\$ 19.20	\$ 22.02	\$ 26.36	\$ 29.65
16	\$ 13.28	\$ 15.59	\$ 17.03	\$18.98	\$ 17.70	\$ 19.18	\$ 19.18	\$ 19.58	\$ 22.45	\$ 26.89	\$ 30.24
17	\$ 13.54	\$ 15.90	\$ 17.37	\$19.38	\$ 18.06	\$ 19.56	\$ 19.56	\$ 19.97	\$ 22.91	\$ 27.42	\$ 30.85
18	\$ 13.82	\$ 16.22	\$ 17.71	\$19.76	\$ 18.42	\$ 19.95	\$ 19.95	\$ 20.37	\$ 23.36	\$ 27.97	\$ 31.47
19	\$ 14.09	\$ 16.54	\$ 18.07	\$20.15	\$ 18.78	\$ 20.35	\$ 20.35	\$ 20.77	\$ 23.83	\$ 28.53	\$ 32.09
20	\$ 14.37	\$ 16.88	\$ 18.44	\$20.56	\$ 19.16	\$ 20.76	\$ 20.76	\$ 21.20	\$ 24.30	\$ 29.11	\$ 32.73
21	\$ 14.66	\$ 17.21	\$ 18.81	\$20.97	\$ 19.54	\$ 21.18	\$ 21.18	\$ 21.62	\$ 24.79	\$ 29.68	\$ 33.39
22	\$ 14.95	\$ 17.56	\$ 19.17	\$21.38	\$ 19.94	\$ 21.60	\$ 21.60	\$ 22.05	\$ 25.59	\$ 30.27	\$ 34.06
23	\$ 15.25	\$ 17.91	\$ 19.56	\$21.80	\$ 20.33	\$ 22.03	\$ 22.03	\$ 22.50	\$ 25.80	\$ 30.88	\$ 34.74
24	\$ 15.55	\$ 18.27	\$ 19.95	\$22.22	\$ 20.74	\$ 22.47	\$ 22.47	\$ 22.94	\$ 26.31	\$ 31.50	\$ 35.44

Hourly Scales - Position Key

School Year 2021-2022

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

Communication Facilitator

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 2021-2022

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

Instructional Aide (181 days/7.5 hours); including Media and Special Education
In-School Suspension Aide (181 days/7.5 hours)
Learning Lab Proctor (181 days/7.5 hours)
Safety Monitor (181 days/8 hours)
Synergistic Lab Aide (181 days/7.5 hours)
Applied Behavior Analysis (ABA) Service Lead (181 days/8 hours)*
Behavior Support Lead (181 days/8 hours)*

Hourly Scales - Position Key School Year 2021-2022

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 2021-2022

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	\$ 38,140	\$ 48,570	\$ 56,378	\$ 36,105	\$ 43,211	\$ 54,536	\$ 49,850	\$ 65,096	\$ 66,072
1	\$ 38,697	\$ 49,283	\$ 57,209	\$ 36,816	\$ 44,075	\$ 55,354	\$ 50,597	\$ 66,072	\$ 67,064
2	\$ 39,262	\$ 50,008	\$ 58,052	\$ 37,563	\$ 44,967	\$ 56,184	\$ 51,356	\$ 67,063	\$ 68,069
3	\$ 39,836	\$ 50,743	\$ 58,907	\$ 38,304	\$ 45,860	\$ 57,027	\$ 52,126	\$ 68,070	\$ 69,091
4	\$ 40,419	\$ 51,490	\$ 59,776	\$ 39,093	\$ 46,758	\$ 57,882	\$ 52,908	\$ 69,091	\$ 70,127
5	\$ 41,011	\$ 52,247	\$ 60,657	\$ 39,858	\$ 47,713	\$ 58,750	\$ 53,703	\$ 70,128	\$ 71,180
6	\$ 41,610	\$ 53,015	\$ 61,553	\$ 40,661	\$ 48,658	\$ 59,632	\$ 54,508	\$ 71,179	\$ 72,246
7	\$ 42,219	\$ 53,795	\$ 62,461	\$ 41,479	\$ 49,623	\$ 60,526	\$ 55,326	\$ 72,246	\$ 73,330
8	\$ 42,838	\$ 54,587	\$ 63,382	\$ 42,307	\$ 50,638	\$ 61,434	\$ 56,156	\$ 73,330	\$ 74,431
9	\$ 43,465	\$ 55,392	\$ 64,318	\$ 43,136	\$ 51,651	\$ 62,356	\$ 56,997	\$ 74,431	\$ 75,546
10	\$ 44,102	\$ 56,207	\$ 65,269	\$ 44,022	\$ 52,674	\$ 63,291	\$ 57,852	\$ 75,546	\$ 76,680
11	\$ 44,749	\$ 57,035	\$ 66,232	\$ 44,908	\$ 53,726	\$ 64,240	\$ 58,720	\$ 76,680	\$ 77,831
12	\$ 45,405	\$ 57,876	\$ 67,211	\$ 45,800	\$ 54,802	\$ 65,204	\$ 59,601	\$ 77,830	\$ 78,998
13	\$ 46,071	\$ 58,729	\$ 68,204	\$ 46,706	\$ 55,910	\$ 66,182	\$ 60,496	\$ 78,998	\$ 80,183
14	\$ 46,747	\$ 59,595	\$ 69,212	\$ 47,655	\$ 57,013	\$ 67,175	\$ 61,402	\$ 80,183	\$ 81,385
15	\$ 47,433	\$ 60,474	\$ 70,235	\$ 48,593	\$ 58,157	\$ 68,182	\$ 62,323	\$ 81,385	\$ 82,607
16	\$ 48,130	\$ 61,367	\$ 71,274	\$ 49,565	\$ 59,332	\$ 69,205	\$ 63,258	\$ 82,607	\$ 83,846
17	\$ 48,837	\$ 62,271	\$ 72,328	\$ 50,544	\$ 60,486	\$ 70,243	\$ 64,207	\$ 83,845	\$ 85,103
18	\$ 49,555	\$ 63,191	\$ 73,397	\$ 51,567	\$ 61,717	\$ 71,297	\$ 65,170	\$ 85,103	\$ 86,380
19	\$ 50,282	\$ 64,124	\$ 74,484	\$ 53,227	\$ 62,951	\$ 72,366	\$ 66,148	\$ 86,380	\$ 87,675
20	\$ 51,022	\$ 65,070	\$ 75,586	\$ 53,664	\$ 64,210	\$ 73,452	\$ 67,140	\$ 87,675	\$ 88,991
21	\$ 51,772	\$ 66,031	\$ 76,705	\$ 54,729	\$ 65,492	\$ 74,553	\$ 68,148	\$ 88,990	\$ 90,326
22	\$ 52,534	\$ 67,007	\$ 77,840	\$ 55,824	\$ 66,790	\$ 75,672	\$ 69,169	\$ 90,326	\$ 91,681
23	\$ 53,307	\$ 67,997	\$ 78,993	\$ 56,940	\$ 68,141	\$ 76,807	\$ 70,207	\$ 91,680	\$ 93,055
24	\$ 54,091	\$ 69,002	\$ 80,163	\$ 58,079	\$ 69,493	\$ 77,959	\$ 71,260	\$ 93,056	\$ 94,450

Salary Scales School Year 2021-2022

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	Executive Director	Chief Officer
	210 Days	220 Days							
0	\$ 67,362	\$ 70,571	\$ 84,520	\$ 86,821	\$ 91,425	\$ 76,474	\$ 86,148	\$ 98,324	\$ 122,726
1	\$ 68,372	\$ 71,628	\$ 85,788	\$ 88,124	\$ 92,797	\$ 77,621	\$ 87,440	\$ 99,553	\$ 124,260
2	\$ 69,398	\$ 72,703	\$ 87,075	\$ 89,446	\$ 94,188	\$ 78,786	\$ 88,752	\$ 100,797	\$ 125,813
3	\$ 70,438	\$ 73,793	\$ 88,381	\$ 90,788	\$ 95,601	\$ 79,967	\$ 90,083	\$ 102,056	\$ 127,386
4	\$ 71,495	\$ 74,901	\$ 89,707	\$ 92,149	\$ 97,036	\$ 81,167	\$ 91,434	\$ 103,333	\$ 128,978
5	\$ 72,567	\$ 76,024	\$ 91,053	\$ 93,531	\$ 98,491	\$ 82,384	\$ 92,805	\$ 104,625	\$ 130,591
6	\$ 73,657	\$ 77,165	\$ 92,418	\$ 94,934	\$ 99,968	\$ 83,620	\$ 94,198	\$ 105,932	\$ 132,223
7	\$ 74,761	\$ 78,322	\$ 93,805	\$ 96,358	\$ 101,468	\$ 84,875	\$ 95,611	\$ 107,257	\$ 133,876
8	\$ 75,882	\$ 79,497	\$ 95,211	\$ 97,804	\$ 102,990	\$ 86,148	\$ 97,044	\$ 108,597	\$ 135,549
9	\$ 77,020	\$ 80,690	\$ 96,640	\$ 99,271	\$ 104,534	\$ 87,440	\$ 98,501	\$ 109,954	\$ 137,243
10	\$ 78,176	\$ 81,900	\$ 98,089	\$ 100,759	\$ 106,102	\$ 88,752	\$ 99,978	\$ 111,329	\$ 138,960
11	\$ 79,349	\$ 83,129	\$ 99,560	\$ 102,271	\$ 107,695	\$ 90,083	\$ 101,477	\$ 112,721	\$ 140,696
12	\$ 80,539	\$ 84,375	\$ 101,054	\$ 103,805	\$ 109,309	\$ 91,434	\$ 102,999	\$ 114,129	\$ 142,455
13	\$ 81,747	\$ 85,641	\$ 102,570	\$ 105,362	\$ 110,949	\$ 92,805	\$ 104,545	\$ 115,556	\$ 144,236
14	\$ 82,973	\$ 86,925	\$ 104,108	\$ 106,942	\$ 112,613	\$ 94,198	\$ 106,113	\$ 117,001	\$ 146,038
15	\$ 84,218	\$ 88,229	\$ 105,670	\$ 108,546	\$ 114,302	\$ 95,610	\$ 107,704	\$ 118,463	
16	\$ 85,481	\$ 89,553	\$ 107,255	\$ 110,175	\$ 116,018	\$ 97,044	\$ 109,320	\$ 119,944	
17	\$ 86,763	\$ 90,896	\$ 108,864	\$ 111,827	\$ 117,757	\$ 98,501	\$ 110,960	\$ 121,443	
18	\$ 88,064	\$ 92,260	\$ 110,497	\$ 113,505	\$ 119,524	\$ 99,977	\$ 112,624	\$ 122,962	
19	\$ 89,385	\$ 93,643	\$ 112,154	\$ 115,207	\$ 121,316	\$ 101,477	\$ 114,314	\$ 124,498	
20	\$ 90,726	\$ 95,048	\$ 113,837	\$ 116,935	\$ 123,137	\$ 102,999	\$ 116,028	\$ 126,054	
21	\$ 92,087	\$ 96,473	\$ 115,545	\$ 118,690	\$ 124,983	\$ 104,545	\$ 117,769	\$ 127,630	
22	\$ 93,468	\$ 97,920	\$ 117,278	\$ 120,470	\$ 126,858	\$ 106,113	\$ 119,535	\$ 129,226	
23	\$ 94,871	\$ 99,390	\$ 119,037	\$ 122,277	\$ 128,761	\$ 107,704	\$ 121,328	\$ 130,841	
24	\$ 96,294	\$ 100,880	\$ 120,822	\$ 124,111	\$ 130,693	\$ 109,320	\$ 123,148	\$ 132,476	

Salary Scales - Position Key School Year 2021-2022

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 Financial Operations
Supervisor of Nursing Services

Professional I

Budget Specialist
Career Specialist (190 days)
Executive Manager for Transportation
HRIS Specialist
Internal Auditor
Recruiting & Staffing Specialist
Special Revenue Accountant
Technology Specialist
Telecommunications Specialist

Salary Scales - Position Key School Year 2021-2022

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 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 Curriculum Support
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 Director of Human Resources, 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 positon 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 and is re-employed for the same 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 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

	<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 Executive Directors and Principals.

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 1.00 = _____
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	= _____
<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>	
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 \$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

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.

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 (2021)

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.

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

**Curriculum, Instruction and Other Supplements
School Year 2021-2022**

Supplement	Slots	Amount
Lead Counselor (One Each for Elementary, Middle, High, Early College)*	4	\$ 1,876
Curriculum/Instructional Associate*	4	\$ 1,876
Department Head (Secondary) Allocated 1 to 300 ADM, Max. 5, Min. 2	29	\$ 875
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	116	\$ 875
Title I Student Services Lead Position*	1	\$ 1,251
School Level Title I Facilitator		\$ 557
School Level Communications Liaison	42	\$ 1,040
Lead Foreman*	1	\$ 5,000
Lead Technology Specialist*	3	\$ 5,000

*assigned at the District level

Extracurricular Supplements School Year 2021-2022

Supplement	Slots	Amount
Student Council Sponsor		
Secondary	8	\$ 1,014
Middle	11	\$ 625
Academic Team Coach		
District	2	\$ 1,591
Secondary (Eight Contests [8] Minimum 6 + 1 + County Tournament)	8	\$ 1,000
Middle (Nine Contests [9] Minimum)	11	\$ 625
Mathematics Team Coach		
Secondary (Six [6] Contests Minimum)	8	\$ 625
Yearbook Sponsor (Hardcover with Layout)		
Secondary	8	\$ 1,251
Middle	11	\$ 625
Class Sponsor (Secondary):		
Junior/Senior (1 per grade)	15	\$ 801
Freshman/Sophomore (1 per grade)	16	\$ 268
Drama (Secondary):		
Three Acts (3) Minimum	7	\$ 1,000
Debate Team (Secondary):		
Six Contests (6) Minimum	8	\$ 1,501
School Newspaper Sponsor (Secondary/Middle):		
Seven (7) Issues Minimum		
Secondary without Class Period	7	\$ 1,063
Middle School without Class Period Only	11	\$ 374
Band Director		
Secondary (12 After-school Performances)	8	\$ 7,756
Middle (10 After-school Performances)	11	\$ 3,095
Assistant Band Director		
Secondary	7	\$ 3,127
Glee Club/Chorus		
Secondary	7	\$ 1,407
Middle	11	\$ 250
JROTC		
Secondary	12	\$ 681
Robotics	4	\$ 874

Athletic Supplements School Year 2021-2022

Athletics	**Years' Experience			Slots
	0 to 4	5 to 9	10 or more	
Athletic Director (*release time)				
Class A Schools - 2 Periods*	\$ 5,872	\$ 7,179	\$ 8,483	2
Class AA Schools - 2 Periods*	\$ 5,872	\$ 7,179	\$ 8,483	1
Class AAA Schools - 2 Periods*	\$ 7,179	\$ 8,483	\$ 9,788	0
Class AAAA Schools - 2 Periods*	\$ 7,179	\$ 8,483	\$ 9,788	4
Middle Schools - 0 Period*	\$ 2,937	\$ 3,589	\$ 4,242	11
Assistant Athletic Director				
Secondary				
Class A and AA	\$ 2,937	\$ 3,589	\$ 4,242	3
Class AAA and AAAA	\$ 3,589	\$ 4,242	\$ 4,894	4
Football				
AAAA/AAA Varsity Head Coach (Min. 8 games)	\$ 7,179	\$ 8,483	\$ 9,788	4
AA/A Varsity Head Coach (Min. 8 games)	\$ 5,872	\$ 7,179	\$ 8,483	3
*** Assistant Football Coach	\$ 3,915	\$ 4,568	\$ 5,221	50
Middle Head Coach (Min. 6 games)	\$ 2,937	\$ 3,589	\$ 4,242	11
Middle Assistant Coach (Min. 6 games)	\$ 1,958	\$ 2,284	\$ 2,610	11
Basketball				
Varsity Head Coach (Min. 16 games)	\$ 3,915	\$ 4,568	\$ 5,221	14
Junior Varsity Coach (Min. 12 games)	\$ 1,958	\$ 2,283	\$ 2,610	14
Middle Head Coach (Min. 12 games)	\$ 1,958	\$ 2,283	\$ 2,610	20
Baseball				
Varsity Head Coach (Min. 12 games)	\$ 2,610	\$ 2,937	\$ 3,262	7
Junior Varsity Coach (Min. 9 games)	\$ 1,304	\$ 1,566	\$ 1,827	7
Softball				
Varsity Head Coach (Min. 8 games)	\$ 2,610	\$ 2,937	\$ 3,262	7
Junior Varsity Coach (Min. 6 games)	\$ 1,304	\$ 1,566	\$ 1,827	7
Wrestling				
Varsity Head Coach (Min. 16 meets)	\$ 2,610	\$ 2,937	\$ 3,262	7
Volleyball				
Varsity Head Coach (Min. 8 games)	\$ 2,219	\$ 2,349	\$ 2,479	7
Junior Varsity Coach (Min. 6 games)	\$ 1,304	\$ 1,566	\$ 1,827	7
Middle Head Coach (Min. 6 games)	\$ 1,240	\$ 1,304	\$ 1,371	10
Track				
4A/3A Varsity Head Coach (Min. 6 meets)	\$ 2,219	\$ 2,349	\$ 2,479	8
2A/1A Varsity Head Coach (Min. 6 meets)	\$ 1,827	\$ 1,958	\$ 2,088	6
Tennis				
Varsity Head Coach (Min. 6 matches)	\$ 1,437	\$ 1,566	\$ 1,697	14
Golf				
Varsity Head Coach (Min. 6 matches)	\$ 1,437	\$ 1,566	\$ 1,697	14
Middle Head Coach (Min. 5)	\$ 691	\$ 753	\$ 816	10

Athletic Supplements School Year 2021-2022

Athletics	**Years' Experience			Slots
	0 to 4	5 to 9	10 or more	
Cross Country				
Varsity Head Coach (Min. 6 meets)	\$ 1,437	\$ 1,566	\$ 1,697	7
Soccer				
Varsity Head Coach (Min. 8 games)	\$ 2,610	\$ 2,937	\$ 3,262	14
Junior Varsity Coach (Min. 6 games)	\$ 1,304	\$ 1,566	\$ 1,827	14
Swimming				
Varsity Head Coach (Min. 6 meets)	\$ 1,437	\$ 1,566	\$ 1,697	7
Weight Program				
Class A Schools	\$ 2,610	\$ 2,610	\$ 2,610	2
Class AA Schools	\$ 2,610	\$ 2,610	\$ 2,610	1
Class AAA Schools	\$ 3,131	\$ 3,131	\$ 3,131	0
Class AAAA Schools	\$ 3,131	\$ 3,131	\$ 3,131	4
Cheerleading				
Varsity Head Coach	\$ 2,219	\$ 2,349	\$ 2,479	7
Junior Varsity Coach	\$ 1,044	\$ 1,174	\$ 1,304	7
Middle Schools	\$ 1,109	\$ 1,175	\$ 1,240	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 Executive Director 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.

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.

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 may be divided 50-50 between two individuals when both agree to share responsibilities and upon the Executive Director'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 assistant 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 2020-2021

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 – schools with ADM > 400 210 days for first – schools with ADM < 400 210 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