

BOARD AGENDA ITEM

June 26, 2012

SUBJECT:

Proposed Budget for 2012 – 2013 School Year

BACKGROUND INFORMATION:

In its budget calendar, the Board scheduled final approval of its 2012 – 2013 budget for June 26, 2012. Budget presentations and budget work studies held to date include:

November 29, 2011	Budget 101 work study
February 21, 2012	Budget work study
March 20, 2012	Budget work study
April 17, 2012	Preliminary budget presentation
April 24, 2012	Budget work study
May 8, 2012	Tentative budget presentation
May 15, 2012	Budget work study
June 5, 2012	Special called meeting for public input on budget
June 12, 2012	Public hearing for budget and millage

ADMINISTRATIVE CONSIDERATION:

The proposed version of the 2012 – 2013 budget, pending Board discussion, totals \$240,861,251. Changes since the approval of a tentative version of the budget include costs associated with the required step increase for teachers, changes in certain Federal allocations, changes in certain State allocations, and an increase in estimated fees in lieu of tax revenue. State allocations for 2012 – 2013 are dependent on the State’s budget, which has yet to be finalized. As a result, the best estimates to date were used to State revenue projections and may require adjustment subsequent to the start of the new year.

The District’s proposed 2012 – 2013 budget includes a State mandated 2% plus step increase for teachers, a 4% increase for assistant principals, and a 2% increase for all other employees; increases in retirement contribution rates and health insurance premiums as set by the State; funding for the 9th grade academy at North Augusta High School; funding for additional CATE teacher allocations; reduction in Federal funding for Title I (10%) and IDEA (20%) programs; creation of three curriculum coaches; creation of two instructional technology positions; creation of a volunteer coordinator position; upgrading a vacant accounting position; funds to address technology infrastructure and components needs; funding for contracted services for technology; funds for advanced placement textbooks and materials; funding full-time attendance aides at three high schools that currently are allocated half-time positions; additional teacher allocations for the strings program and for East Aiken School of the Arts; and various changes in State allocations.

The proposed budget is balanced through a combination of increased State allocations, an increase of 4.6 mills in school operating millage, and use of fund balance.

If approved, school operating millage would increase from 131.6 mills to 136.2 mills.

The proposed budget includes no increase in debt service millage. Debt service millage would remain at 31.5 mills for 2012 – 2013.

RECOMMENDATION:

Approve the proposed 2012 – 2013 budget with any changes resulting from Board discussion.

ATTACHMENTS:

1. 2012 – 2013 Proposed Budget
2. 2012 – 2013 Proposed Formula for Staffing Schools
3. 2012 – 2013 Proposed Salary Schedule

PREPARED BY:

Marion O. Traxler III

**AIKEN COUNTY PUBLIC
SCHOOLS**

**PROPOSED BUDGET
2012 – 2013**

JUNE 26, 2012

A summarized version of the tentative 2012 – 2013 budget is presented below. Many of the District's budget figures are dependent upon the State budget; those figures reflect the SC Senate version of the 2012 – 2013 appropriations bill. State revenue projections are subject to change, as the State budget has not been finalized.

Highlights of the proposed budget, pending Board discussion, are as follow:

General Fund - \$162,747,306

- Property tax revenues reflect a 4.6 mill increase from 131.6 mills to 136.2 mills.
- The County negotiates fees in lieu of tax with various entities. Based on correspondence from the County, the revenue estimates for 2012 – 2013 increased.
- Changes in State allocations, including the increases in the Education Finance Act and Tier 3/Act 388 revenue allocations, are reflected.
- The Education Foundation Supplement is reflected in the District's proposed budget. It was eliminated by the House version of the budget and restored by the Senate version of the budget.
- The budget includes the required 2% salary increase plus step increase for all teachers, a 4% increase for assistant principals, and a 2% increase for all other employees.
- Fringe benefits (i.e., health insurance, retirement) and payroll taxes increased to reflect the effects of the 2% salary increase as well as increases in the employer portions of health insurance and retirement contributions.
- Existing non-General Fund positions in 2011 – 2012, that would lose funding and are considered necessary for continued success of the District, will be funded by the General Fund in 2012 – 2013.
- The proposed budget includes items tentatively approved by the Board: two new educational technology positions, additional dollars for contracted technology services, three new curriculum coach positions, additional allocations of CATE teaching positions, one additional teacher allocation at East Aiken, one teacher allocation for the strings program, upgrading a vacant accounting position to a higher level position, a new volunteer coordinator position, funding full time attendance aides (instead of half time) at the three smallest high schools, and increasing the assistant principals pay scale an additional 2%.
- Various other expenditures budgets were adjusted based on projected costs.
- Available State allocations would be flexed from other funds to help balance the budget.
- Fund balance would be used to fund two technology projects – completion of wireless overlay and platform migration – and well as textbooks and instruction supplies for the Advance Placement (AP) program. All are one-time, non-recurring costs.

Special Revenue Fund - \$18,339,741

- The IDEA allocation reflects a 20% reduction (\$1,037,855), the penalty for the State's failure to meet maintenance of effort requirements. That penalty will be passed along to school districts. The Senate version of the budget includes dollars to offset the penalty/reduction.

- The Title I allocation reflects a 10% reduction due to reduced Federal funding.
- The K-5 lottery allocation reflects a \$104,064 decrease from the tentative version of the District's budget. The 2012 – 2013 allocation will be nearly half of the amount the District received just three years prior.

Education Improvement Act (EIA) Fund - \$14,127,797

- Three allocations received during 2011 – 2012 will not exist in 2012 – 2013 including the one-time IDEA maintenance of effort allocation totaling \$2,192,481.
- The Senate version of the budget included a new teacher salary support – State share allocation (\$1,591,780) as well as additional dollars in the teacher salary supplement allocation and the TSS fringe allocation. These amounts will help cover costs associated with the required 2% salary increase plus step for teachers.
- Estimates for several other existing State allocations differ from amounts included in the tentative budget. Professional development, at-risk student learning, high achieving students, reading, aid to districts, and aid to districts – special ed allocations reflect a net decrease of \$225,869. This is in addition to the net decrease of \$664,608 (in comparison to 2011 – 2012 totals) that these allocations reflected in the tentative version of the budget. All allocations with the exception of aid to districts – special ed are flexible.

Debt Service Fund - \$18,997,975

- This budget reflects estimated bond principal and bond interest payments for the year.
- Debt service millage will remain unchanged at 31.5 mills for 2012 – 2013.

School Building Fund - \$17,600,000

- Bond proceeds would be used to fund projects in the updated Five Year Facilities Plan.

School Food Service Fund - \$9,048,432

- No increase from 2011 – 2012 meals fees is proposed.
- Food costs are projected to increase significantly.

Other/Staffing Formula

- The Grade 1 pupil-teacher ratio increased from 16:1 for 2011 – 2012 to 18:1 for 2012 – 2013. The increase results from elimination of 16 teacher positions that were funded with Title II dollars in previous years. Sufficient Title II dollars are not available for size reduction in 2012 – 2013. Nine schools will be allocated additional Title I dollars in order to hire an additional Grade 1 teacher.
- There were no other changes in pupil-teacher ratios for 2012 – 2013.
- A total of 20 positions (16 teacher positions noted above plus four middle school reading interventionists) were eliminated due to lack of funding.

**FUND #1 - OPERATIONS
FOR THE 2012 - 2013 SCHOOL YEAR
BUDGET DEVELOPMENT SUMMARY**

REVENUE

2011 - 2012 Revenue Budget	\$ 153,418,281
Increase - property tax revenue resulting from growth only	220,034
Increase - property tax revenue resulting from 4.6 mill increase	1,508,378
Increase - delinquent property tax revenues based on trend	100,000
Increase - fees in lieu of tax based on information provided by County	500,000
Increase - Education Finance Act allocation from State using \$2,012 for base student cost (BSC)	2,864,730
Decrease - fringe benefits allocation from State	(42,553)
Increase - tier 3/Act 388 allocation from State	947,957
Increase - TSS allocation from the State	107,969
Increase - TSS-fringe allocation from State	35,705
Increase - TSS-State share allocation from State (NEW)	1,591,780
Increase - transfer from funds #3 and #9 - prior year carryover	1,100,927
Decrease - transfer from funds #3 and #9 - 2011 - 2012 allocations	<u>(1,476,519)</u>
Proposed 2012 - 2013 Revenue Budget	160,876,689
Estimated fund balance for non-recurring technology costs and costs of advance placement materials	<u>1,870,617</u>
Proposed 2012 - 2013 Revenue Budget plus Use of Fund Balance	<u>\$ 162,747,306</u>

Note: The State budget is not yet finalized (as of June 19). As stands, the Education Foundation Supplement is expected to be made available in 2012 - 2013. These dollars will hold our District and others like us harmless for changes in the calculation of the Index of Taxpayer Ability. The ITA is a key component of the EFA calculation.

EXPENDITURES

2011 - 2012 Expenditures Budget	\$ 153,418,281
Increase - regular salaries/fringe benefits for 2% + step increase for teachers	3,197,112
Increase - regular salaries/fringe benefits for 4% increase for assistant principals	150,203
Increase - regular salaries/fringe benefits for 2% increase for all other employees	928,808
Decrease - regular salaries for SHIFT ONLY of reading interventionists (to fund directly from lottery)	(772,306)
Increase - regular salaries/fringe benefits for four existing instructional positions that would lose Federal funding	325,000
Increase - regular salaries/fringe benefits for .5 FTE Safe-T coordinator and induction/mentoring coordinator positions that would lose Federal funding	76,538
Increase - regular salaries/fringe benefits for three positions for NAHS 9th grade academy	165,000
Increase - regular salaries/fringe benefits for three new curriculum coach positions (math, ELA, social studies)	225,000
Increase - regular salaries/fringe benefits for new 3.70 teachers for CATE	203,500
Increase - regular salaries/fringe benefits for two new technology department positions	164,022
Increase - regular salaries/fringe benefits for additional teacher allocation at East Aiken School of Arts	55,000
Increase - regular salaries/fringe benefits for additional teacher allocation for strings program (.25 FTE at 4 schools)	55,000
Increase - regular salaries/fringe benefits to upgrade vacant accounting position	20,839
Increase - regular salaries/fringe benefits for new volunteer coordinator position	47,157
Increase - regular salaries/fringe for full time attendance clerks at RSMHS, WSHS, and SBHS	30,106
Increase - fringe benefits for increase in employer retirement contributions/health insurance premiums (costs that would have been incurred regardless of the salary increases noted above)	1,917,149
Increase - temporary salaries (i.e. substitute teacher costs) based on recent trend	175,000
Decrease - unemployment compensation based on 2011 - 2012 projected costs and trend	(25,000)
Increase - workers compensation insurance based on SCSBIT quote	138,071

Increase - data processing services for increase in annual maintenance on financial system		16,612
Decrease - legal and audit fees for estimated reduction in audit fees		(9,500)
Increase - water, sewer, and garbage based on projected 2011 - 2012 usage and rate increases		15,000
Increase - property/liability insurance based on SCSBIT quote for 2012-13		86,252
Decrease - telephone based on 2011 - 2012 projected costs and trend		(15,000)
Increase - purchased services-technology dollars for wireless overlay (non-recurring)		200,000
Increase - purchased services-technology dollars for platform migration (non-recurring)		1,500,000
Increase - purchased services-technology for contracted repairs/maintenance services (to reduce work order time)		150,000
Increase - purchased services-technology for Gallop teacher evaluation tool can no longer funded through Title II		30,440
Increase - purchased services-other for estimated cost of substitute finder service		11,968
Increase - supplies-instructional for advanced placement program textbooks, materials, equipment (non-recurring)		170,617
Decrease - lease installment (final payment)		(132,263)
Decrease - interest expense on TAN		(50,000)
Increase - due and fees for increase in annual accreditation fee		3,700
Increase - charter school allocation (based on SCDE formula)		275,000
Increase/decrease - shifts of expenditures from one object code to another resulting in <u>no net effect on the budget</u> :		
Increase - office supplies	1,000	
Decrease - travel	(1,000)	-
Proposed 2012 - 2013 Expenditures Budget		<u>\$ 162,747,306</u>

**FUND #1 - OPERATIONS
FOR THE 2012 - 2013 SCHOOL YEAR
PROPOSED REVENUE BUDGET**

	<u>2011 - 2012 Revised Budget</u>	<u>2012 - 2013 Proposed Budget</u>	<u>Increase/ (Decrease)</u>	<u>Percent Change</u>
Local:				
Levies For Current Operations	\$ 44,006,607	\$ 45,735,018	\$ 1,728,412	3.93%
Delinquent Taxes - Operations	2,400,000	2,500,000	100,000	4.17%
Payment In Lieu Of Taxes	5,500,000	6,000,000	500,000	9.09%
Tuition - Out of District/Out of State	20,000	20,000	-	0.00%
Interest On Investments	50,000	50,000	-	0.00%
Miscellaneous Income	50,000	50,000	-	0.00%
Total Local Revenue	<u>52,026,607</u>	<u>54,355,018</u>	<u>2,328,412</u>	4.48%
State:				
Education Finance Act (EFA)	42,500,006	45,364,736	2,864,730	6.74%
Education Foundation Supplement	670,000	670,000	-	-100.00%
Fringe Benefits	22,767,826	22,725,273	(42,553)	-0.19%
Tier 1 - Property Tax Relief	8,147,500	8,147,500	-	0.00%
Tier 2 - Homestead Exemption	2,659,778	2,659,778	-	0.00%
Tier 3A - Act 388	15,509,102	16,457,059	947,957	6.11%
Tier 3B - Saluda	180,000	180,000	-	0.00%
School Bus Drivers	1,072,134	1,072,134	-	0.00%
Home Schooling	7,000	7,000	-	0.00%
Handicapped Transportation	10,000	10,000	-	0.00%
Other State Funds	30,000	30,000	-	0.00%
Total State Revenue	<u>93,553,346</u>	<u>97,323,480</u>	<u>3,770,134</u>	4.03%
Federal:				
P. L. 874-Impact Aid	90,000	90,000	-	0.00%
Total Federal Revenue	<u>90,000</u>	<u>90,000</u>	<u>-</u>	0.00%
Transfers and Non-Revenue Items:				
Transfer From Fund #3 - TSS, TSS- State Share, TSS Fringe	2,775,993	4,511,448	1,735,455	62.52%
Transfer from Funds #3 and Fund #9 - Flex Available Prior Year Carryover Allocations	1,887,455	2,988,382	1,100,927	58.33%
Transfer from Funds #3 and Fund #9 - Flex Available Current Year Allocations	2,484,880	1,008,361	(1,476,519)	-59.42%
Indirect Costs - Fund #2 and Fund #6	600,000	600,000	-	0.00%
Total Transfers and Non-Revenue Items	<u>7,748,328</u>	<u>9,108,191</u>	<u>1,359,863</u>	17.55%
Total - General Fund Revenue	<u>\$ 153,418,281</u>	<u>160,876,689</u>	<u>7,458,408</u>	4.86%
One-time fund balance dollars used for non-recurring costs		<u>1,870,617</u>	<u>1,870,617</u>	
Total - General Fund Revenue and Fund Balance Usage		<u>\$ 162,747,306</u>	<u>\$ 9,329,025</u>	6.08%

**FUND #1 - OPERATIONS
FOR THE 2012 - 2013 SCHOOL YEAR
PROPOSED EXPENDITURES BUDGET**

	2011 - 2012 Approved Budget	2012 - 2013 Proposed Budget	Increase/ (Decrease)	Percent Change
Regular Salaries	\$ 103,286,473	\$ 107,050,751	\$ 3,764,278	3.64%
Temporary Salaries	1,000,000	1,175,000	175,000	17.50%
Overtime Salaries	385,000	385,000	-	0.00%
Fringe Benefits and Payroll Taxes	32,326,275	35,350,125	3,023,850	9.35%
Unemployment Compensation	175,000	150,000	(25,000)	-14.29%
Workers Compensation Insurance	837,909	975,980	138,071	16.48%
Purchased Services - Instructional	1,286,272	1,286,272	-	0.00%
Purchased Services - Security	278,500	278,500	-	0.00%
Management Services	92,000	92,000	-	0.00%
Data Processing Services	272,647	289,259	16,612	6.09%
Legal and Audit Fees	155,000	145,500	(9,500)	-6.13%
Water, Sewer And Garbage	630,000	645,000	15,000	2.38%
Maintenance Services	550,698	550,698	-	0.00%
Property/Liability Insurance	830,534	916,786	86,252	10.39%
Rentals	16,260	16,260	-	0.00%
Equipment Repairs	183,694	183,694	-	0.00%
Other Property Services	1,620	1,620	-	0.00%
Student Transportation	35,000	35,000	-	0.00%
Travel	256,754	255,754	(1,000)	-0.39%
Telephone	420,000	405,000	(15,000)	-3.57%
Purchased Services - Technology (platform/wireless)	100,189	1,980,629	1,880,440	1876.89%
Advertising	9,270	9,270	-	0.00%
Printing and Binding	7,865	7,865	-	0.00%
Purchased Services - Other	67,734	79,702	11,968	17.67%
Supplies - General	274,245	274,245	-	0.00%
Supplies - Instructional	684,421	855,038	170,617	24.93%
Supplies - Technology	545,054	545,054	-	0.00%
Supplies - Office	122,842	123,842	1,000	0.81%
Supplies - Janitorial	248,620	248,620	-	0.00%
Supplies - Health	22,272	22,272	-	0.00%
Supplies - Psychological Tests	9,900	9,900	-	0.00%
Supplies - Library	223,704	223,704	-	0.00%
Supplies - Maintenance	709,340	709,340	-	0.00%
Energy	4,700,000	4,700,000	-	0.00%
Installment on Equipment Lease	456,827	324,564	(132,263)	-28.95%
Installment on SC Energy Loan	36,532	36,532	-	0.00%
Equipment	23,400	23,400	-	0.00%
Technology and Software	47,450	47,450	-	0.00%
Vehicles	75,000	75,000	-	0.00%
Interest	75,000	25,000	(50,000)	-66.67%
Dues and Fees	66,980	70,680	3,700	5.52%
Transfer to Other Funds - Activity Funds	82,000	82,000	-	0.00%
Transfer to Other Governments	110,000	110,000	-	0.00%
Payments to Charter Schools	1,700,000	1,975,000	275,000	16.18%
Total - General Fund	\$ 153,418,281	\$ 162,747,306	\$ 9,329,025	6.08%

**FUNDS #2, #8 AND #9 - SPECIAL REVENUE
FOR THE 2012 - 2013 SCHOOL YEAR
PROPOSED REVENUE AND EXPENDITURES BUDGET**

	2011 - 2012 Budget*	2012 - 2013 Proposed Budget*	Increase/ (Decrease)
Federal Funds:			
Title I	\$ 7,811,164	\$ 7,042,031	\$ (769,133)
Individuals with Disabilities Act (IDEA)	5,189,276	4,151,421 **	(1,037,855)
Preschool Handicapped	191,725	191,725	-
Vocational Education/Perkins	352,081	413,417	61,336
Neglected and Delinquent	46,831	32,971	(13,860)
21st Century Grant (3 years)	170,000	170,000	-
Migrant Education	64,959	62,464	(2,495)
School Improvement Grant	395,918	395,918	-
School Climate Initiative Grant	100,000	100,000	-
Adult Education - Federal	158,225	158,225	-
McKinney Homeless Grant	60,000	60,000	-
Title III	152,808	152,808	-
Title II - Improving Teacher Quality	965,630	965,630	-
Total Federal Funds	<u>15,658,617</u>	<u>13,896,610</u>	<u>(1,762,007)</u>
Local Funds:			
NJROTC	391,452	393,089	1,637
Twelve Month Agriculture	45,087	45,087	-
Medicaid Program	490,000	490,000	-
Total Local Funds	<u>926,539</u>	<u>928,176</u>	<u>1,637</u>
State Funds:			
EFA/IDEA Contingency Reserve	-	1,037,855 **	1,037,855
CATE Equipment***	177,924	-	(177,924)
EEDA Miscellaneous	56,000	56,000	-
EEDA Career Specialists	692,716	692,716	-
Formative Assessment***	110,592	-	(110,592)
Student Health and Fitness - Nurses	665,733	665,733	-
Student Health and Fitness - Physical Education	187,154	190,378	3,224
K-5 Enhancement Funds	814,182	718,747	(95,435)
6-8 Enhancement	60,913	60,913	-
First Steps	92,613	92,613	-
Total State Funds	<u>2,857,827</u>	<u>3,514,955</u>	<u>657,128</u>
Total Special Revenue Funds	<u>\$ 19,442,983</u>	<u>\$ 18,339,741</u>	<u>\$ (1,103,242)</u>

*Reflects current allocations only; no carryovers

**20% reduction due to State's failure to meet maintenance of effort (MOE) requirements would be offset by State (senate version)

***Would move from Special Revenue in 2011-12 to EIA in 2012-13 per SCDE (based on House/Senate versions of budget)

**FUND #3 - EDUCATION IMPROVEMENT ACT
FOR THE 2012 - 2013 SCHOOL YEAR
PROPOSED REVENUE AND EXPENDITURES BUDGET**

	2011 - 2012 Budget*	2012 - 2013 Proposed Budget*	Increase/ (Decrease)
ADEPT	\$ 24,607	\$ 24,607	\$ -
Arts in Education	28,000	28,000	-
Professional Development	161,671	137,199	(24,472)
Refurbishment of Science Kits	135,426	135,426	-
Handicapped Student Services	85,447	-	(85,447)
National Board Certified Teachers (Pass Through)	824,579	824,579	-
District Teacher of the Year Award (Pass Through)	1,077	1,077	-
At Risk Student Learning	4,607,543	4,592,472	(15,071)
Early Childhood Program (4K)	667,905	667,905	-
Preschool Early Intervention	91,341	-	(91,341)
Academically/Artistically Advanced Students	790,667	830,480	39,813
Teacher Salary Supplement (TSS)	2,295,347	2,403,316	107,969
Teacher Salary Support - State Share (NEW)	-	1,591,780	1,591,780
TSS Fringe	480,646	516,352	35,706
Consolidated Adult Education	315,844	315,844	-
Reading	109,332	109,463	131
Teacher Supplies (Pass Through - <u>Up To</u> \$275 per)	414,000	414,000	-
High Schools That Work	49,134	49,134	-
Aid to Districts - Special Education	1,226,756	851,688	(375,068)
IDEA Maintenance of Effort (one time allocation)	2,192,481	-	(2,192,481)
School-to-Work Transition Act	94,219	93,370	(849)
Aid to Districts	758,359	241,559	(516,800)
CATE Equipment**	-	188,954	188,954
Formative Assessment**	-	110,592	110,592
Total Education Improvement Act Fund	\$ 15,354,381	\$ 14,127,797	\$ (1,226,584)

*Reflects current allocations only; no carryovers

**Would move from Special Revenue in 2011-12 to EIA in 2012-13 per SCDE (based on House version of budget)

**FUND #4 - DEBT SERVICE
FOR THE 2012 - 2013 SCHOOL YEAR
PROPOSED REVENUE AND EXPENDITURES BUDGET**

	<u>2011 - 2012 Budget</u>	<u>2011 - 2012 Proposed Budget</u>	<u>Increase/ (Decrease)</u>
Revenue:			
Levies for Debt Service	\$ 17,110,352	\$ 17,147,975	\$ 37,623
Interest on Investments	50,000	50,000	-
Fund Balance Used (Debt Service Fund)	<u>-</u>	<u>1,800,000</u>	<u>1,800,000</u>
Total Revenue	<u>\$ 17,160,352</u>	<u>\$ 18,997,975</u>	<u>\$ 1,837,623</u>
Expenditures:			
Principal payments			
2007 Issue	\$ 2,610,000	\$ -	\$ (2,610,000)
2008 Issue	2,855,000	2,940,000	85,000
2009 Issue	2,630,000	2,540,000	(90,000)
2010 Issue	2,705,000	2,750,000	45,000
2011 Issue	5,200,000	2,580,000	(2,620,000)
2012 Issue (est)	-	6,960,000	6,960,000
Interest Payments			
2007 Issue	114,187	-	(114,187)
2008 Issue	195,581	99,225	(96,356)
2009 Issue	228,600	176,000	(52,600)
2010 Issue	222,850	168,750	(54,100)
2011 Issue	289,334	324,000	34,666
2012 Issue (est)	-	350,000	350,000
Issuance Costs and Other Fees	<u>109,800</u>	<u>110,000</u>	<u>200</u>
Total Expenditures	<u>\$ 17,160,352</u>	<u>\$ 18,997,975</u>	<u>\$ 1,837,623</u>

**FUND #5 - SCHOOL BUILDING
FOR THE 2012 - 2013 SCHOOL YEAR
PROPOSED REVENUE AND EXPENDITURES BUDGET**

	<u>2012 - 2013 Proposed Budget</u>
Revenue:	
General Obligation Bonds, Series 2012	\$ 17,500,000
Interest on Investments	<u>100,000</u>
Total Revenue	<u>\$ 17,600,000</u>
Expenditures:	
Projects Approved in the Five Year Facilities Plan	<u>\$ 17,600,000</u>
Total Expenditures	<u>\$ 17,600,000</u>

**FUND #6 - SCHOOL FOOD SERVICE
FOR THE 2012 - 2013 SCHOOL YEAR
PROPOSED REVENUE AND EXPENSES BUDGET**

	<u>2011 - 2012 Budget</u>	<u>2012 - 2013 Proposed Budget</u>	<u>Increase/ (Decrease)</u>
Revenue:			
Lunch - Students	\$ 1,118,418	\$ 938,507	\$ (179,911)
Special Sales - Students	219,642	230,041	10,399
Breakfast - Students	63,362	55,027	(8,335)
Lunch - Adults	130,276	107,368	(22,908)
Special Sales - Adults	21,754	22,405	651
Breakfast - Adults	2,007	1,407	(600)
Interest on Investments	22,326	21,613	(713)
USDA Reimbursement - Lunch	4,967,725	5,287,893	320,168
USDA Reimbursement - Breakfast	1,816,317	1,926,833	110,516
Fresh Fruit/Veggies Grant	81,800	-	(81,800)
Other Income	61,076	28,869	(32,207)
Use of carryover	-	428,469	428,469
Total Revenue	<u>\$ 8,504,703</u>	<u>\$ 9,048,432</u>	<u>\$ 543,729</u>
Expenses:			
Regular Salaries	\$ 2,898,853	\$ 2,956,830	\$ 57,977
Overtime Salaries	9,677	-	(9,677)
Temporary Salaries	137,986	133,906	(4,080)
Fringe Benefits	256,534	256,077	(457)
Management Services	2,000	2,000	-
Maintenance Repairs	15,000	15,000	-
Travel	14,000	22,000	8,000
Telephone	5,700	5,700	-
Technology	30,000	30,000	-
Advertising	150	150	-
Printing and Binding	7,400	7,400	-
Supplies	460,697	297,425	(163,272)
Food	4,086,049	4,831,888	745,839
USDA Distribution	80,224	-	(80,224)
Expendable Equipment	40,483	40,483	-
Non-Expendable Equipment	45,000	30,000	(15,000)
Dues/Fees	1,500	1,500	-
Sales Taxes	9,173	8,018	(1,155)
Indirect Costs	396,777	402,555	5,778
Other Expenses	7,500	7,500	-
Total Expenses	<u>\$ 8,504,703</u>	<u>\$ 9,048,432</u>	<u>\$ 543,729</u>

**FORMULA FOR STAFFING SCHOOLS
2012 – 2013**

GRADES K – 5

A. Four-Year-Old Program ADM; 20 = Regular teacher plus one aide.

B.

PUPIL-TEACHER RATIOS		
GRADES	ADM\geq400	ADM<400
K*	25.0	25.0
1	18.0	18.0
2-3	23.0	21.0
4-5	25.5	25.5

* Allocation also includes one aide per class.

(Grades 1 – 5 ADM / ADM factor) x 1.1 = Regular teachers for grades 1 – 5 including Art, Music, and P.E.

All support personnel will be calculated using child development program and kindergarten students as 1.

- C. Each school ADM >1,100 = 1.0 Principal
= 0.5 Assistant Principal
- D. ADM \geq 600 = 1.0 Curriculum Coordinator
ADM <600 = 0.5 Curriculum Coordinator/Instructional Specialist
- E. ADM <265 = 0.5 Media Specialist
ADM 265 – 1199 = 1.0 Media Specialist
ADM \geq 1200 = 2.0 Media Specialists
- F. ADM <660 = 0.5 Library Technical Assistant
ADM \geq 660 = 1.0 Library Technical Assistant
- G. ADM <500 = 1.5 Secretary/Clerk/Bookkeeper**
ADM 500 - 649 = 2.0 Secretary/Clerk/Bookkeeper
ADM 650 - 749 = 2.5 Secretary/Clerk/Bookkeeper
ADM 750 - 999 = 3.5 Secretary/Clerk/Bookkeeper
ADM 1000 - 1249 = 4.0 Secretary/Clerk/Bookkeeper
Each 400 ADM >1249 = 1.0 Secretary/Clerk/Bookkeeper

**One full-time secretary at each elementary school and annex regardless of school size.

H. Defined Program Ratio for Guidance

<u>ADM</u>	<u>FTE</u>
≥1500	3.0
1250 - 1499	2.5
1000 - 1249	2.0
750 - 999	1.5
500 - 749	1.0
<500	.5

I. Defined Program Ratio for Art, Music & P.E.

<u>ADM</u>	<u>FTE or Minutes Daily</u>	
800 or more	1.0	300
640 - 799	.8	240
480 - 639	.6	180
320 - 479	.4	120
Less than 320	.2	60

**FORMULA FOR STAFFING SCHOOLS
2012 – 2013**

GRADES 6 – 8

A.

PUPIL-TEACHER RATIOS			
GRADES	ADM\geq500	500$>$ADM\geq300	ADM$<$300
6	28.5	27.5	24.5
7	27.5	26.5	23.5
8	29.5	28.5	24.5

(Grades 6 – 8 ADM / ADM factor) x 1.2 = Regular teachers for grades 6 – 8 including Art, Music and P.E.

- B. ADM $<$ 750 = 1.0 Guidance
 ADM 750 – 999 = 2.0 Guidance
 ADM 1000 – 1249 = 2.5 Guidance
 ADM \geq 1250 = 3.0 Guidance
- C. ADM $<$ 250 = 0.67 Media Specialist
 ADM 250 – 1199 = 1.0 Media Specialist
 ADM \geq 1200 = 2.0 Media Specialists
- D. ADM 0 – 249 = 0.5 Library Technical Assistant
 ADM \geq 250 = 1.0 Library Technical Assistant
- E. ADM $<$ 500 = .5 Assistant Principal
 ADM 500 – 999 = 1.0 Assistant Principal
 ADM 1000 – 1249 = 2.0 Assistant Principals
 Each 100 \geq 1249 = .17 Assistant Principal
- F. Each School = 1.0 Principal
- G. ADM $<$ 500 = 1.0 Secretary/Clerk
 500 – 649 = 1.5 Secretary/Clerks
 650 – 749 = 2.0 Secretary/Clerks
 750 – 999 = 3.0 Secretary/Clerks
 1000 – 1249 = 3.5 Secretary/Clerks
 Each 400 ADM $>$ 1249 = 1.0 Secretary/Clerk
- H. Each 250 ADM $>$ 1249 = 1.0 Media Specialist, Guidance, or Assistant Principal

**FORMULA FOR STAFFING SCHOOLS
2012 – 2013**

GRADES 9 – 12

A.

PUPIL-TEACHER RATIOS			
GRADES	ADM\geq800	800>ADM\geq600	ADM<600
9-12	31.5	30.0	28.5

- B. ADM \leq 650 = 1.0 Guidance
 ADM 651 – 749 = 1.2 Guidance
 ADM 750 – 999 = 2.0 Guidance
 ADM 1000 – 1249 = 2.5 Guidance
 Each 100 ADM > 1249 = 0.17 Guidance
- C. ADM < 300 = 0.67 Media Specialist
 ADM 300 – 999 = 1.0 Media Specialist
 ADM \geq 1,000 = 2.0 Media Specialists
- D. ADM \geq 750 = 1.0 Library Technical Assistant
 ADM < 750 = 0.5 Library Technical Assistant
- E. ADM – 999 = 1.0 Assistant Principal
 ADM 1000 – 1249 = 2.0 Assistant Principals
 Each 100 ADM > 1249 = 0.17 Assistant Principal
- F. Each school = 1.0 Principal
- G. ADM < 500 = 1.0 Secretary/Clerk
 500 – 649 = 1.5 Secretary/Clerks
 650 – 749 = 2.0 Secretary/Clerks
 750 – 999 = 3.0 Secretary/Clerks
 1000 – 1249 = 3.5 Secretary/Clerks
 Each 400 ADM > 1249 = 1.0 Secretary/Clerk
- H. Each 250 ADM > 1249 = 1.0 Media Specialist, Guidance, or Assistant Principal

**OTHER STAFFING INFORMATION
2012 – 2013**

1. Southern Association and Defined Minimum Program standards will be met or exceeded for all schools where relevant.
2. A full-time principal will be provided for each school regardless of size.
3. An assistant principal allocation will be provided for the Aiken High annex.
4. A full-time secretary will be provided for each school or annex regardless of size.
5. A half-time secretary will be provided for transportation at each high school and special programs.
6. Any elementary school or middle school with greater than 1,000 students and all high schools will be provided a full-time attendance aide. Elementary and middle schools with fewer than 1,000 students will be provided a half-time attendance aide.
7. Custodians will be provided according to the following formula:

FTE - Total Square Feet / 20,000 square feet
1.0 FTE = 1 twelve-month position (2,080 hours)
Fractions of 1.0 FTE = that same fraction of 2,080 hours

8. One in-school suspension supervisor will be provided at each high school.
9. A transportation supervisor will be provided for each high school.
10. A total of four vocational teacher allocations are provided for Area 4 high schools.
11. One V-tel aide allocation each is provided for Ridge Spring-Monetta High and Wagener-Salley High.
12. Four additional teachers are provided for a pilot program at North Aiken Elementary.
13. The following teacher allocations are provided for high school seven period schedule:

Aiken High – 2.5	South Aiken High – 2.5
North Augusta High – 2.5	Midland Valley High – 2.0
Silver Bluff High – 1.5	Wagener-Salley High – 1.0
Ridge Spring-Monetta High – 1.0	

14. Safety monitor allocations are provided as follow:

Aiken High (includes annex) – 3.0	South Aiken High – 2.0
North Augusta High – 2.0	Midland Valley High – 2.0
Silver Bluff High – 2.0	Wagener-Salley High – 1.0
Ridge Spring-Monetta High – 1.0	
Ridge Spring-Monetta Elementary/Middle – 1.0	

15. A.L. Corbett Middle is provided one teacher for remediation.
16. Ridge Spring-Monetta High is provided one teacher for reading.
17. Contract lengths by position and by school level, are as follow:

ELEMENTARY

Assistant Principals	210 days
Guidance Counselors	190 days
Media Specialists	195 days
Teachers	190 days
Secretaries/Clerks/Bookkeepers	220 days for first 200 days for second 180 days for each additional

MIDDLE

Assistant Principals	220 days for first – schools with ADM > 400 210 days for first – schools with ADM < 400 210 days for second
Guidance Counselors	195 days for first 190 days for second
Media Specialists	195 days
Teachers	190 days
Secretaries/Clerks/Bookkeepers	12 months for first 200 days for second 180 days for each additional

HIGH

Assistant Principals	220 days for first 210 days for second 200 days for each additional
Registrars	12 months
Guidance Counselors	200 days for first 190 days for each additional
Media Specialists	195 days
Teachers	190 days
Secretaries/Clerks/Bookkeepers	12 months for first 200 days for second 180 days for each additional

18. If available, high schools can use up to 1.0 FTE from its teacher allocation for clerical staff. High schools may also use unused teacher allocation for a study hall supervisor.
19. If available, middle schools can use teacher allocation to increase its half-time attendance aide to full-time status.
20. An aide will be provided to each middle school with a synergistic lab.

21. In addition to those provided by the pupil-teacher formula, each middle school receives additional teacher allocation towards high school credit. Each school's allocation is based on its proportion of projected enrollment for the upcoming year compared to the total projected enrollment for all middle schools for the upcoming year.
22. In addition to those provided by the pupil-teacher formula, each high school receives additional teacher allocation for the 24 unit requirement. Each school's allocation is based on its proportion of projected enrollment for the upcoming year compared to the total projected enrollment for all high schools for the upcoming year.
23. Ridge Spring-Monetta Elementary/Middle and Busbee-Corbett Elementary/Middle, both grades kindergarten through eighth schools, are each allocated one principal and two assistant principal positions (unless qualifying for additional assistant principal positions based on enrollment).
24. One in-school suspension supervisor will be provided at each middle school.
25. High schools are allowed to use unused guidance allocation and/or up to .50 FTE in unused teacher allocation to increase their assistant principal allocations. Use of the guidance allocation cannot have an adverse effect on the 300:1 student to guidance ratio. Use of teacher allocation should not result in class sizes or teachers' daily load of students exceeding State maximums.
26. Principals must receive academic officer approval before using unused teacher allocation for other positions as noted above in items 18, 19, and 25. After receiving academic officer approval, principals must notify the Comptroller of the teacher allocation conversion via e-mail or in writing.

**EEDA PLAN
2012 – 2013**

ELEMENTARY

Guidance Clerks:

ADM < 720 = 0 Guidance Clerks
ADM 720 or more = 0.5 Guidance Clerk

Note: See 2012 – 2013 salary schedule for SST meeting coordinator supplement.

MIDDLE

Guidance Clerks:

ADM <400 = 0.5 Guidance Clerk
ADM 401 – 600 = 1.0 Guidance Clerk
ADM >600 = 0 Guidance Clerks

Assistant Principal:

ADM < 601 = 0 Additional Principal
ADM > 600 = 0.5 Additional Principal

Note: One assistant principal at middle schools with ADM > 400 to be given an eleven month (220 day) contract.

HIGH

Guidance Clerks:

ADM < 401 = 1.0 Guidance Clerk
ADM > 400 = 0 Guidance Clerks

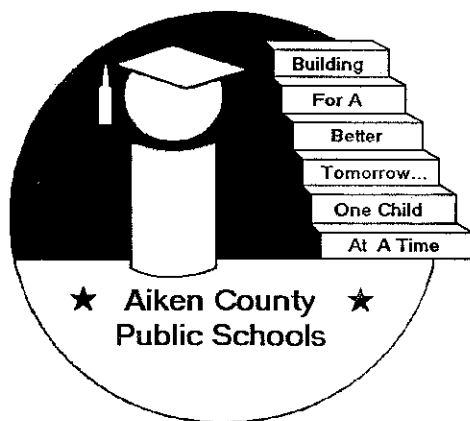
Note: One assistant principal at each high school to be given an eleven month (220 day) contract.

SALARY SCHEDULES

2012 – 2013

Aiken County Public Schools

July 1, 2012



C-3

Attachment 3

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TEACHER SALARY SCHEDULE
2012 - 2013

Salary Step		Class 8	Class 7	Class 1	Class 2	Class 3
		Doctor's Degree	Master's Degree + 30 Hours	Master's Degree	Bachelor's Degree +18	Bachelor's Degree
E0	Annual	\$ 50,072.00	\$ 45,627.00	\$ 42,371.00	\$ 38,519.00	\$ 36,810.00
	Monthly (12)	\$ 4,172.67	\$ 3,802.25	\$ 3,530.92	\$ 3,209.92	\$ 3,067.50
	Daily (190)	\$ 263.54	\$ 240.14	\$ 223.01	\$ 202.73	\$ 193.74
E1	Annual	\$ 50,072.00	\$ 45,627.00	\$ 42,371.00	\$ 38,519.00	\$ 36,810.00
	Monthly (12)	\$ 4,172.67	\$ 3,802.25	\$ 3,530.92	\$ 3,209.92	\$ 3,067.50
	Daily (190)	\$ 263.54	\$ 240.14	\$ 223.01	\$ 202.73	\$ 193.74
E2	Annual	\$ 50,072.00	\$ 45,627.00	\$ 42,371.00	\$ 38,519.00	\$ 36,810.00
	Monthly (12)	\$ 4,172.67	\$ 3,802.25	\$ 3,530.92	\$ 3,209.92	\$ 3,067.50
	Daily (190)	\$ 263.54	\$ 240.14	\$ 223.01	\$ 202.73	\$ 193.74
E3	Annual	\$ 50,072.00	\$ 45,627.00	\$ 42,371.00	\$ 38,519.00	\$ 36,810.00
	Monthly (12)	\$ 4,172.67	\$ 3,802.25	\$ 3,530.92	\$ 3,209.92	\$ 3,067.50
	Daily (190)	\$ 263.54	\$ 240.14	\$ 223.01	\$ 202.73	\$ 193.74
4	Annual	\$ 50,929.00	\$ 46,192.00	\$ 42,807.00	\$ 39,085.00	\$ 37,393.00
	Monthly (12)	\$ 4,244.08	\$ 3,849.33	\$ 3,567.25	\$ 3,257.08	\$ 3,116.08
	Daily (190)	\$ 268.05	\$ 243.12	\$ 225.30	\$ 205.71	\$ 196.81
5	Annual	\$ 52,282.00	\$ 47,207.00	\$ 43,823.00	\$ 39,999.00	\$ 38,307.00
	Monthly (12)	\$ 4,356.83	\$ 3,933.92	\$ 3,651.92	\$ 3,333.25	\$ 3,192.25
	Daily (190)	\$ 275.17	\$ 248.46	\$ 230.65	\$ 210.52	\$ 201.62
6	Annual	\$ 53,636.00	\$ 48,221.00	\$ 44,838.00	\$ 40,945.00	\$ 39,255.00
	Monthly (12)	\$ 4,469.67	\$ 4,018.42	\$ 3,736.50	\$ 3,412.08	\$ 3,271.25
	Daily (190)	\$ 282.29	\$ 253.79	\$ 235.99	\$ 215.50	\$ 206.61
7	Annual	\$ 54,989.00	\$ 49,237.00	\$ 45,852.00	\$ 41,860.00	\$ 40,167.00
	Monthly (12)	\$ 4,582.42	\$ 4,103.08	\$ 3,821.00	\$ 3,488.33	\$ 3,347.25
	Daily (190)	\$ 289.42	\$ 259.14	\$ 241.33	\$ 220.32	\$ 211.41
8	Annual	\$ 56,343.00	\$ 50,252.00	\$ 46,869.00	\$ 42,807.00	\$ 41,116.00
	Monthly (12)	\$ 4,695.25	\$ 4,187.67	\$ 3,905.75	\$ 3,567.25	\$ 3,426.33
	Daily (190)	\$ 296.54	\$ 264.48	\$ 246.68	\$ 225.30	\$ 216.40
9	Annual	\$ 57,696.00	\$ 51,267.00	\$ 47,883.00	\$ 43,722.00	\$ 42,029.00
	Monthly (12)	\$ 4,808.00	\$ 4,272.25	\$ 3,990.25	\$ 3,643.50	\$ 3,502.42
	Daily (190)	\$ 303.66	\$ 269.83	\$ 252.02	\$ 230.12	\$ 221.21
10	Annual	\$ 59,050.00	\$ 52,282.00	\$ 48,898.00	\$ 44,669.00	\$ 42,976.00
	Monthly (12)	\$ 4,920.83	\$ 4,356.83	\$ 4,074.83	\$ 3,722.42	\$ 3,581.33
	Daily (190)	\$ 310.79	\$ 275.17	\$ 257.36	\$ 235.10	\$ 226.19
11	Annual	\$ 60,404.00	\$ 53,298.00	\$ 49,914.00	\$ 45,581.00	\$ 43,891.00
	Monthly (12)	\$ 5,033.67	\$ 4,441.50	\$ 4,159.50	\$ 3,798.42	\$ 3,657.58
	Daily (190)	\$ 317.92	\$ 280.52	\$ 262.71	\$ 239.90	\$ 231.01

**TEACHER SALARY SCHEDULE
2012 - 2013**

Salary Step		Class 8	Class 7	Class 1	Class 2	Class 3
		Doctor's Degree	Master's Degree + 30 Hours	Master's Degree	Bachelor's Degree +18	Bachelor's Degree
12	Annual	\$ 61,758.00	\$ 54,312.00	\$ 50,929.00	\$ 46,531.00	\$ 44,838.00
	Monthly (12)	\$ 5,146.50	\$ 4,526.00	\$ 4,244.08	\$ 3,877.58	\$ 3,736.50
	Daily (190)	\$ 325.04	\$ 285.85	\$ 268.05	\$ 244.90	\$ 235.99
13	Annual	\$ 63,110.00	\$ 55,328.00	\$ 51,943.00	\$ 47,443.00	\$ 45,751.00
	Monthly (12)	\$ 5,259.17	\$ 4,610.67	\$ 4,328.58	\$ 3,953.58	\$ 3,812.58
	Daily (190)	\$ 332.16	\$ 291.20	\$ 273.38	\$ 249.70	\$ 240.79
14	Annual	\$ 64,465.00	\$ 56,343.00	\$ 52,960.00	\$ 48,392.00	\$ 46,699.00
	Monthly (12)	\$ 5,372.08	\$ 4,695.25	\$ 4,413.33	\$ 4,032.67	\$ 3,891.58
	Daily (190)	\$ 339.29	\$ 296.54	\$ 278.74	\$ 254.69	\$ 245.78
15	Annual	\$ 65,818.00	\$ 57,358.00	\$ 53,974.00	\$ 49,305.00	\$ 47,613.00
	Monthly (12)	\$ 5,484.83	\$ 4,779.83	\$ 4,497.83	\$ 4,108.75	\$ 3,967.75
	Daily (190)	\$ 346.41	\$ 301.88	\$ 284.07	\$ 259.50	\$ 250.59
16	Annual	\$ 67,171.00	\$ 58,373.00	\$ 54,989.00	\$ 50,252.00	\$ 48,560.00
	Monthly (12)	\$ 5,597.58	\$ 4,864.42	\$ 4,582.42	\$ 4,187.67	\$ 4,046.67
	Daily (190)	\$ 353.53	\$ 307.23	\$ 289.42	\$ 264.48	\$ 255.58
17	Annual	\$ 68,526.00	\$ 59,389.00	\$ 56,006.00	\$ 51,165.00	\$ 49,474.00
	Monthly (12)	\$ 5,710.50	\$ 4,949.08	\$ 4,667.17	\$ 4,263.75	\$ 4,122.83
	Daily (190)	\$ 360.66	\$ 312.57	\$ 294.77	\$ 269.29	\$ 260.39
18	Annual	\$ 69,211.00	\$ 59,983.00	\$ 56,566.00	\$ 51,678.00	\$ 49,968.00
	Monthly (12)	\$ 5,767.58	\$ 4,998.58	\$ 4,713.83	\$ 4,306.50	\$ 4,164.00
	Daily (190)	\$ 364.27	\$ 315.70	\$ 297.72	\$ 271.99	\$ 262.99
19	Annual	\$ 69,903.00	\$ 60,582.00	\$ 57,129.00	\$ 52,194.00	\$ 50,468.00
	Monthly (12)	\$ 5,825.25	\$ 5,048.50	\$ 4,760.75	\$ 4,349.50	\$ 4,205.67
	Daily (190)	\$ 367.91	\$ 318.85	\$ 300.68	\$ 274.71	\$ 265.62
20	Annual	\$ 70,602.00	\$ 61,189.00	\$ 57,702.00	\$ 52,715.00	\$ 50,972.00
	Monthly (12)	\$ 5,883.50	\$ 5,099.08	\$ 4,808.50	\$ 4,392.92	\$ 4,247.67
	Daily (190)	\$ 371.59	\$ 322.05	\$ 303.69	\$ 277.45	\$ 268.27
21	Annual	\$ 71,309.00	\$ 61,801.00	\$ 58,278.00	\$ 53,243.00	\$ 51,482.00
	Monthly (12)	\$ 5,942.42	\$ 5,150.08	\$ 4,856.50	\$ 4,436.92	\$ 4,290.17
	Daily (190)	\$ 375.31	\$ 325.27	\$ 306.73	\$ 280.23	\$ 270.96
22	Annual	\$ 72,742.00	\$ 63,042.00	\$ 59,450.00	\$ 54,314.00	\$ 52,518.00
	Monthly (12)	\$ 6,061.83	\$ 5,253.50	\$ 4,954.17	\$ 4,526.17	\$ 4,376.50
	Daily (190)	\$ 382.85	\$ 331.80	\$ 312.89	\$ 285.86	\$ 276.41

Due to budgetary constraints, no teacher step increase was given for the 2010-11 school year. For any teacher employed by the District at that time, this would result in the current year in a one year lag between a teacher's number of years experience (on certificate) compared to his/her salary step on the teacher salary schedule.

JROTC INSTRUCTOR SALARY SCHEDULE
2012 - 2013

YRS	E-6/7	E-8	E-9	W-3	W-4	0-3	0-4	0-5	0-6
0	\$ 36,510	\$ 40,109	\$ 44,511	\$ 42,111	\$ 46,983	\$ 47,143	\$ 54,906	\$ 62,969	\$ 69,959
1	\$ 37,972	\$ 41,713	\$ 45,398	\$ 42,953	\$ 47,922	\$ 48,086	\$ 56,005	\$ 64,227	\$ 70,727
2	\$ 39,492	\$ 43,384	\$ 46,309	\$ 43,810	\$ 48,880	\$ 49,049	\$ 57,123	\$ 65,511	\$ 71,505
3	\$ 41,069	\$ 44,683	\$ 47,234	\$ 44,686	\$ 49,859	\$ 50,029	\$ 58,266	\$ 66,822	\$ 72,220
4	\$ 42,715	\$ 46,024	\$ 48,178	\$ 45,582	\$ 50,855	\$ 51,032	\$ 59,432	\$ 67,827	\$ 73,016
5	\$ 44,421	\$ 46,947	\$ 49,141	\$ 46,491	\$ 51,871	\$ 52,051	\$ 60,620	\$ 68,841	\$ 73,818
6	\$ 45,754	\$ 47,884	\$ 50,125	\$ 47,422	\$ 52,908	\$ 53,093	\$ 61,831	\$ 69,876	\$ 74,628
7	\$ 47,126	\$ 48,841	\$ 51,125	\$ 48,371	\$ 53,968	\$ 54,153	\$ 63,068	\$ 70,923	\$ 75,376
8	\$ 48,541	\$ 49,819	\$ 52,150	\$ 49,337	\$ 55,047	\$ 55,237	\$ 64,017	\$ 71,987	\$ 76,205
9	\$ 49,513	\$ 50,817	\$ 53,189	\$ 50,326	\$ 56,148	\$ 56,341	\$ 64,975	\$ 73,068	\$ 77,044
10	\$ 50,500	\$ 51,832	\$ 54,255	\$ 51,332	\$ 57,270	\$ 57,469	\$ 65,952	\$ 73,871	\$ 77,815
11	\$ 51,513	\$ 52,869	\$ 55,340	\$ 52,360	\$ 58,417	\$ 58,619	\$ 66,939	\$ 74,682	\$ 78,593
12	\$ 52,542	\$ 53,927	\$ 56,446	\$ 53,405	\$ 59,584	\$ 59,789	\$ 67,945	\$ 75,503	\$ 79,456
13	\$ 53,593	\$ 55,005	\$ 57,576	\$ 54,474	\$ 60,776	\$ 60,988	\$ 68,961	\$ 76,335	\$ 80,331
14	\$ 54,664	\$ 56,105	\$ 58,724	\$ 55,562	\$ 61,989	\$ 62,207	\$ 69,996	\$ 77,175	\$ 81,211
15	\$ 55,759	\$ 57,228	\$ 59,902	\$ 56,672	\$ 63,229	\$ 63,450	\$ 71,045	\$ 78,025	\$ 82,025
16	\$ 56,873	\$ 58,373	\$ 61,099	\$ 57,809	\$ 64,496	\$ 64,719	\$ 72,113	\$ 78,883	\$ 82,927
17	\$ 58,011	\$ 59,538	\$ 62,322	\$ 58,960	\$ 65,785	\$ 66,013	\$ 73,193	\$ 79,751	\$ 83,840
18	\$ 59,171	\$ 60,731	\$ 63,568	\$ 60,141	\$ 67,101	\$ 67,331	\$ 74,292	\$ 80,631	\$ 84,678
19	\$ 60,353	\$ 61,946	\$ 64,839	\$ 61,344	\$ 68,443	\$ 68,679	\$ 75,408	\$ 81,516	\$ 85,526
20	\$ 61,561	\$ 63,184	\$ 66,136	\$ 62,571	\$ 69,810	\$ 70,051	\$ 76,539	\$ 82,413	\$ 86,467
21	\$ 62,176	\$ 63,815	\$ 66,797	\$ 63,197	\$ 70,509	\$ 70,750	\$ 77,305	\$ 83,237	\$ 87,331
22	\$ 63,426	\$ 65,097	\$ 68,139	\$ 64,468	\$ 71,925	\$ 72,173	\$ 78,859	\$ 84,911	\$ 89,087

Current employees will be placed at the step in the applicable grade closest to current salary.

New employees will be given credit for prior years teaching experience in a JROTC Program or placed at step 0 or at the step in the applicable grade closest to the minimum salary established by Department of the Navy or Department of the Army. No employee will earn less than the minimum salary as established by the Department of the Navy or Department of the Army plus EIA funding.

Should an instructor be paid at step 22 of his respective grade and still not reach the minimum as defined above, the employee's salary would be adjusted to the minimum required amount.

ADMINISTRATIVE AND CLASSIFIED SALARY SCHEDULES

PAY LEVELS 1A - 58A: CLASSIFIED SALARY SCHEDULE

PAY LEVELS 1B - 53B: ADMINISTRATIVE SALARY SCHEDULE

- Pay levels 1A - 58A salaries are based on 8 hours per day for twelve-month employment.
- Pay levels 1B - 53B salaries are based on twelve-month employment.
- Pay level advances are not automatic. Pay level increases will become effective July 1 each year. Supervisors will submit to the Superintendent by May 15 of each year, a list of employees not recommended for pay level advancement. New employees in the District 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.
- In the event of a promotion, the new salary will be the entry level of the salary range for the new position or a maximum of two level increases higher than salary prior to promotion.
- Administrators paid from Schedule B may be paid at least \$500 more annually than employees under his/her supervision when recommended by the Superintendent and approved by the Board.
- No administrator is authorized to negotiate salary with any employee. The salaries of new employees will be based on the guidelines of the salary schedule and within advertised salary ranges. The Comptroller shall also verify that all advertised salary ranges are consistent with and appropriate for the established schedule.

To be competitive, or when an applicant's training, experience or other qualifications is 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 Board for approval.

When there are no qualified applicants available who are willing to accept the entry level into a position, the position may be declared a critical-needs position by the Associate Superintendent for Administration. If the position is declared critical-needs, it will be advertised as such and applicants will be sought on a critical-needs basis. The experience of a candidate for a critical-needs position will be considered as follows:

- Prior experience with this or another school district – one year for every year experience up to a maximum of eight years credit given.
- Same/similar experience not with a school district – one year for every two years experience with a maximum of eight years credit given.
- Increments shall be added to the schedule for educational level as follows:
 - Masters plus 30 hours or CPA Certificate \$1,348
 - Doctorate \$2,696

ADMINISTRATIVE AND CLASSIFIED SALARY SCHEDULES

- 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.
- Curriculum Coordinators not fully certified for the position will receive their appropriate teacher salary plus a supplement of \$2,245.
- Food Service Managers will be classified according to the following categories:
 - Food Service Manager I

Responsible for all phases of operation within the kitchen unit, including food production and service, sanitation and directing personnel in the unit. These managers will work 7 hours per day.
 - Food Service Manager II

Responsible for all duties listed in I plus monthly School Food Service records and collection of monies. These managers will work 7.5 hours per day.
 - Food Service Manager III

Responsible for all duties listed in I and II plus handling free and reduced price meal applications. These managers will work 8 hours per day.
- Principals' salaries will be determined by using the current 45-day ADM (plus four-year old students). Initial salaries for the fiscal year will be determined by using the prior year 135-day ADM (plus four-year old students), with adjustments being made in November of each year. If a principal moves into a lower pay scale due to an ADM decrease, the principal's salary will remain at the same level (no increases) for two fiscal years. After the second fiscal year, the salary will be adjusted to the scheduled salary using the 45-day ADM.
- 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. Head custodian – Level 1 will be paid a supplement of \$2,210 and Head Custodian – Level 2 will be paid a supplement of \$1,658 for the 2011 – 2012 school year.

REHIRING OF RETIRED EMPLOYEES

In 2011 – 2012, the District will rehire employees retired through the SC Retirement System, as needed, to fill critical needs positions. As allowed by legislation, salaries for these employees are uniformly negotiated at the levels noted below.

Teachers will be paid, based on their degree, at step 11 of the teacher salary schedule.

Classified employees (salary schedule A) will be paid at the 10th step of their respective pay grade. For example, a rehired retiree whose job classification ranges from step 17A to step 34A would be paid at step 26A.

All other employees (salary schedules B, C, and D) will be paid at the beginning step for their respective pay grade.

All rehired retirees shall opt for benefits through the SC Retirement System.

**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. No more than 160 hours of compensatory time can be carried at any given time. Records indicating amount of compensatory time earned and used will be maintained at each work location.
- 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.
 - b) Overtime (over 40 hours) being paid by the area for after school activities will be calculated at 1 1/2 times the regular rate of pay. Checks submitted to the District Office should include these amounts if overtime is involved.
 - c) Overtime payments must be authorized by the Deputy, Associate, or Assistant Superintendent, or Comptroller for the Areas/Departments under their supervision.
 - d) Submit completed CSDAC-Form #17 to the Payroll Department. Payment will be included in employee's regular monthly check.
 - e) Bus drivers/aides, etc. overtime will be calculated by the Payroll Department using previously established procedures.

**POSITIONS EXEMPT/NON-EXEMPT FROM FAIR LABOR STANDARDS ACT -
MINIMUM WAGE AND OVERTIME PROVISIONS**

Personnel paid from the salary schedule for teachers are EXEMPT from Fair Labor Standards Act minimum wage and overtime provisions.

Personnel paid from the JROTC Instructors' salary schedule are EXEMPT from Fair Labor Standards Act minimum wage and overtime provisions.

Personnel paid from the Administrative salary schedule (B) and above are EXEMPT from Fair Labor Standards Act minimum wage and overtime provisions.

Certain classified employees as indicated on the Classified salary schedule (A) are EXEMPT from Fair Labor Standards Act minimum wage and overtime provisions.

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 30 minutes A.M. and 30 minutes P.M. for pre-trip inspection, student discipline conferences, mechanical failures, and various waiting time necessitated for bus fueling or servicing. In addition to set time, the State Department of Education will reimburse for ten (10) hours of in-service time per year.

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 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 GBRIB, Personnel Leave for Illness. 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. A service agreement shall be completed for each school bus driver, by May 1 of each year, and kept on file in the Transportation Supervisor's office. This agreement shall be used for regular drivers as an employment agreement for the next school year.

**PAY GRADE AND CLASSIFICATION OF CLASSIFIED EMPLOYEES
AIKEN COUNTY PUBLIC SCHOOLS**

Pay Table	Pay Grade	Classification of Employee	FLSA MINIMUM WAGE OVERTIME PROVISION	
			EXEMPT	NON-EXEMPT
A01	1A – 17 A	Bus Monitor		X
A02	9A – 26A	Custodian Food Service Operator		X X
A03	11A – 28A	Student Service Worker (no degree)		X
A04	12A – 29A	Food Service Manager I, 0-500 ADP		X
A05	13A – 30A	Bus Driver Glazier Helper Tractor Operator		X X X
A06	14A – 31A	Food Service Manager I, 501+ ADP Food Service Manager II, 0-500 ADP		X X
A07	15A – 32A	Courier Nurse LPN Roofer Helper Stadium Maintenance Helper		X X X X
A08	16A – 33A	Food Service Manager II, 501+ADP Food Service Manager III, 0-500 ADP		X X
A09	17A – 34A	Hearing/Vision Screening Aide Library Technical Assistant Preventive Maintenance Helper Applied Behavioral Therapist Aide Teacher Aide (181 days) Synergistic Lab Aide (185 days) Attendance Aide (185 days) Tutor Warehouseman		X X X X X X X X X
A10	18A – 35A	Food Service Manager III 501+ ADP In-School Suspension Supervisor (181 days) Safety Monitor (181 days) Study Hall Supervisor (High School Only) (181 days)		X X X X
A11	19A – 36A	Equipment Operators Mason Helper		X X
A12	21A – 38A	Carpenters Helper Data Entry Clerk Accounting Clerk Electricians Helper File Clerk Locksmiths Helper Plumbers Helper Receptionist Refrigeration Helper Meal Benefits Coordinator Warehouseman/Driver		X X X X X X X X X X X

**PAY GRADE AND CLASSIFICATION OF CLASSIFIED EMPLOYEES
AIKEN COUNTY PUBLIC SCHOOLS**

Pay Table	Pay Grade	Classification of Employee	FLSA MINIMUM WAGE OVERTIME PROVISION	
			EXEMPT	NON-EXEMPT
A13	22A – 39A	District Office Secretary		X
		Glazier		X
		Guidance Clerk (181 days)		X
		Medicaid Billing Clerk		X
		Payroll Specialist		X
		School Secretary		X
		Instructional Materials Center Assistant		X
		Stockroom Attendant		X
		Accounts Payable Clerk		X
		Bookkeeper		X
A14	24A – 41A	Accounting Specialist		X
		Commodity Specialist		X
		Educational Interpreter (no certification)		X
		Inventory Control Specialist		X
		Risk Management Specialist		X
A15	25A – 42A	Administrative Secretary		X
		Roofer		X
		Stadium Maintenance Worker		X
A16	27A – 44A	Auto Mechanic		X
		Building & Grounds Supervisor	X	
		Educational Interpreter (Interpreter Certification)		X
		Lead Payroll Specialist		X
		Mason		X
		PM Mechanic		X
		Painter		X
A17	28A – 45A	Food Service Field Supervisors	X	
		Student Service Worker (w/degree)		X
A18	29A – 46A	Carpenter		X
		HVAC Mechanic		X
		Plumber		X
		Zone Electrician		X
A19	30A – 47A	Dispatcher		X
		Electrician		X
		Refrigeration Mechanic		X
A20	33A – 50A	Computer Technician		X
		Electronics Technician		X
		HVAC Technician		X
		Locksmith		X
		Transportation Supervisor	X	
A21	35A – 52A	Materials Expediter/Warehouse Foreman		X
		Working Foreman-Maintenance		X

**PAY GRADE AND CLASSIFICATION OF CLASSIFIED EMPLOYEES
AIKEN COUNTY PUBLIC SCHOOLS**

Pay Table	Pay Grade	Classification of Employee	FLSA MINIMUM WAGE OVERTIME PROVISION	
			EXEMPT	NON-EXEMPT
A25	36A – 53A	Educational Interpreter (Bachelor Degree & Interpreter Certification)		X
A26	37A – 54A	Home Visitor		X
A22	38A – 55A	Administrative Assistant to the Board/Superintendent		X
A23	41A – 58A	Contract/Property/Environmental Specialist		X
		General Foreman-Maintenance	X	
		Buildings/Grounds Program Manager	X	
		Executive Manager for Transportation	X	
		Instructional Materials Center Manager	X	
		Accounting Systems Manager	X	

**CLASSIFIED EMPLOYEE SALARY SCHEDULE
2012 - 2013**

Pay Level	12 Months Annual	8 Hrs. Daily	Hourly		Pay Level	12 Months Annual	8 Hrs. Daily	Hourly
1 A	\$ 17,892	\$ 68.81	\$ 8.60		30 A	\$ 31,822	\$ 122.39	\$ 15.30
2 A	\$ 18,314	\$ 70.44	\$ 8.80		31 A	\$ 32,445	\$ 124.79	\$ 15.60
3 A	\$ 18,648	\$ 71.72	\$ 8.97		32 A	\$ 33,135	\$ 127.44	\$ 15.93
4 A	\$ 18,982	\$ 73.01	\$ 9.13		33 A	\$ 33,714	\$ 129.67	\$ 16.21
5 A	\$ 19,382	\$ 74.55	\$ 9.32		34 A	\$ 34,403	\$ 132.32	\$ 16.54
6 A	\$ 19,739	\$ 75.92	\$ 9.49		35 A	\$ 35,182	\$ 135.32	\$ 16.91
7 A	\$ 20,161	\$ 77.54	\$ 9.69		36 A	\$ 35,805	\$ 137.71	\$ 17.21
8 A	\$ 20,584	\$ 79.17	\$ 9.90		37 A	\$ 36,517	\$ 140.45	\$ 17.56
9 A	\$ 21,007	\$ 80.80	\$ 10.10		38 A	\$ 37,274	\$ 143.36	\$ 17.92
10 A	\$ 21,385	\$ 82.25	\$ 10.28		39 A	\$ 38,031	\$ 146.27	\$ 18.28
11 A	\$ 21,830	\$ 83.96	\$ 10.50		40 A	\$ 38,765	\$ 149.10	\$ 18.64
12 A	\$ 22,209	\$ 85.42	\$ 10.68		41 A	\$ 39,544	\$ 152.09	\$ 19.01
13 A	\$ 22,720	\$ 87.39	\$ 10.92		42 A	\$ 40,345	\$ 155.17	\$ 19.40
14 A	\$ 23,188	\$ 89.18	\$ 11.15		43 A	\$ 41,124	\$ 158.17	\$ 19.77
15 A	\$ 23,611	\$ 90.81	\$ 11.35		44 A	\$ 41,925	\$ 161.25	\$ 20.16
16 A	\$ 24,122	\$ 92.78	\$ 11.60		45 A	\$ 42,815	\$ 164.67	\$ 20.58
17 A	\$ 24,545	\$ 94.40	\$ 11.80		46 A	\$ 43,638	\$ 167.84	\$ 20.98
18 A	\$ 25,079	\$ 96.46	\$ 12.06		47 A	\$ 44,484	\$ 171.09	\$ 21.39
19 A	\$ 25,569	\$ 98.34	\$ 12.29		48 A	\$ 45,396	\$ 174.60	\$ 21.83
20 A	\$ 26,103	\$ 100.40	\$ 12.55		49 A	\$ 46,331	\$ 178.20	\$ 22.27
21 A	\$ 26,593	\$ 102.28	\$ 12.78		50 A	\$ 47,288	\$ 181.88	\$ 22.73
22 A	\$ 27,149	\$ 104.42	\$ 13.05		51 A	\$ 48,223	\$ 185.47	\$ 23.18
23 A	\$ 27,661	\$ 106.39	\$ 13.30		52 A	\$ 49,135	\$ 188.98	\$ 23.62
24 A	\$ 28,284	\$ 108.78	\$ 13.60		53 A	\$ 50,136	\$ 192.83	\$ 24.10
25 A	\$ 28,751	\$ 110.58	\$ 13.82		54 A	\$ 51,160	\$ 196.77	\$ 24.60
26 A	\$ 29,396	\$ 113.06	\$ 14.13		55 A	\$ 52,139	\$ 200.54	\$ 25.07
27 A	\$ 29,953	\$ 115.20	\$ 14.40		56 A	\$ 53,207	\$ 204.64	\$ 25.58
28 A	\$ 30,620	\$ 117.77	\$ 14.72		57 A	\$ 54,298	\$ 208.84	\$ 26.10
29 A	\$ 31,132	\$ 119.74	\$ 14.97		58 A	\$ 55,344	\$ 212.86	\$ 26.61

**PAY GRADE AND CLASSIFICATION OF ADMINISTRATIVE EMPLOYEES
AIKEN COUNTY PUBLIC SCHOOLS**

Pay Table	Pay Grade	Classification of Employee
B01 – 10 11 12	1B – 8B	Career Specialist Work Based Learning Career Specialist Coordinator of Adult Literacy Instructional Technology Specialist Internal Auditor Public Information Assistant Special Revenue Accountant <i>Volunteer Coordinator</i>
B03 – 10	3B – 10B	Nurse, RN
B02 – 12	5B – 12B	Assistant Purchasing Agent Financial Operations Manager
B04 – 10 12	9B – 16B	School Based Counselor Attendance Supervisor Therapeutic Counselor <i>Lead Instructional Technology Specialist</i>
B05 – 12	14B – 21B	Parent Education Coordinator Public Information Officer
B06 – 12	17B – 24B	Networking Specialist
B07 – 10 11 12	20B – 27B	Educational Technology Coordinator Instructional Program Support Coordinator Therapeutic Counseling Coordinator Curriculum Specialist Occupation/Physical Therapist School Psychologist Family & School-Based Counseling Coordinator Behavior Specialist Human Resources Program Coordinator (HRPC) for Formal Evaluations HRPC for Mentoring and Induction <i>Virtual Learning Coordinator</i> <i>Alternative Learning Coordinator</i>
B08 – 10 11 12	23B – 30B	Lead Curriculum Specialist
B09 – 12	25B – 32B	Business Services Director Facilities Construction Director Maintenance & Operations Director Purchasing Director School Food Service Director <i>Wireless Network & Mobile Computing Specialist</i>
B10 – 12	32B – 39B	Elementary Principal 0-400 ADM
B11 – 12	34B – 41B	Elementary Principal 401-749 ADM Middle School Principal 0-400 ADM

**PAY GRADE AND CLASSIFICATION OF ADMINISTRATIVE EMPLOYEES
AIKEN COUNTY PUBLIC SCHOOLS**

Pay Table	Pay Grade	Classification of Employee
B12 – 12	36B – 43B	Adult Education Director Federal Programs Director Human Resources Director Special Education Director Director for Administrative Services Elementary School Principal 750+ ADM Middle School Principal 401-749 ADM Principal at Career and Technology Center
B13 – 12	38B – 45B	High School Principal 0-500 ADM Middle School Principal 750+ ADM
B14 – 12	40B – 47B	High School Principal 501-1000 ADM
B15 – 12	42B – 49B	Executive Director for Educational Technology High School Principal 1001+ ADM
B16 – 12	44B – 51B	Academic Officer Attorney
B17 – 12	46B – 53B	Associate Superintendent for Administration Associate Superintendent for Instruction and Accountability Comptroller

**ADMINISTRATIVE SALARY SCHEDULE
2012 - 2013**

Pay Level	12 Months Annual		Pay Level	12 Months Annual
1 B	\$ 45,615		28 B	\$ 74,591
2 B	\$ 46,686		29 B	\$ 75,665
3 B	\$ 47,763		30 B	\$ 76,736
4 B	\$ 48,826		31 B	\$ 77,816
5 B	\$ 49,903		32 B	\$ 78,887
6 B	\$ 50,979		33 B	\$ 79,956
7 B	\$ 52,055		34 B	\$ 81,035
8 B	\$ 53,127		35 B	\$ 82,102
9 B	\$ 54,201		36 B	\$ 83,181
10 B	\$ 55,270		37 B	\$ 84,252
11 B	\$ 56,340		38 B	\$ 85,331
12 B	\$ 57,420		39 B	\$ 86,395
13 B	\$ 58,493		40 B	\$ 87,468
14 B	\$ 59,566		41 B	\$ 88,547
15 B	\$ 60,637		42 B	\$ 89,620
16 B	\$ 61,710		43 B	\$ 90,692
17 B	\$ 62,786		44 B	\$ 91,771
18 B	\$ 63,855		45 B	\$ 92,836
19 B	\$ 64,930		46 B	\$ 93,917
20 B	\$ 66,005		47 B	\$ 94,987
21 B	\$ 67,076		48 B	\$ 96,059
22 B	\$ 68,156		49 B	\$ 97,133
23 B	\$ 69,222		50 B	\$ 98,205
24 B	\$ 70,297		51 B	\$ 99,278
25 B	\$ 71,377		52 B	\$ 100,352
26 B	\$ 72,443		53 B	\$ 101,399
27 B	\$ 73,520			

**ASSISTANT PRINCIPAL/CURRICULUM COORDINATOR
SALARY SCHEDULE
2012 - 2013**

Pay Level	200 Days Annual	210 Days Annual	220 Days Annual
20 C	\$ 58,418	\$ 61,339	\$ 64,260
21 C	\$ 59,361	\$ 62,330	\$ 65,298
22 C	\$ 60,318	\$ 63,334	\$ 66,351
23 C	\$ 61,265	\$ 64,328	\$ 67,392
24 C	\$ 62,212	\$ 65,323	\$ 68,434
25 C	\$ 63,166	\$ 66,324	\$ 69,483
26 C	\$ 64,115	\$ 67,321	\$ 70,527
27 C	\$ 65,069	\$ 68,323	\$ 71,576
28 C	\$ 66,013	\$ 69,314	\$ 72,615
29 C	\$ 66,966	\$ 70,314	\$ 73,662
30 C	\$ 67,902	\$ 71,297	\$ 74,693

Pay Table
C1 - 200, 210, 220

Pay Level
20 C - 27 C

Classification of Employee
Assistant Principal, Elementary
Curriculum Coordinator, Elementary

C2 - 200, 210, 220

23C - 30 C

Assistant Principal, Middle/High School

**DEPUTY SUPERINTENDENT
SALARY SCHEDULE
2012 - 2013**

Pay Level	12 Months Annual
1 D	\$ 114,547
2 D	\$ 115,618
3 D	\$ 116,687
4 D	\$ 117,762
5 D	\$ 118,836
6 D	\$ 119,902
7 D	\$ 120,974
8 D	\$ 122,021

Pay Table
D1

Pay Level
1 D - 8 D

Classification of Employee
Deputy Superintendent

**SCHEDULE OF PAYMENT OF PERSONNEL
EMPLOYED ON SPECIAL PROGRAMS AND PROJECTS
2012 – 2013**

1. ADULT EDUCATION

Adult Education instructors are paid \$25 per hour of instruction.

2. HOMEBOUND INSTRUCTION

Teachers of homebound students are paid \$25 per hour.

3. SCHOOL FOOD SERVICE MIGRANT PROGRAM

The manager of the School Food Service Migrant Program is paid on Schedule 12A. School Food Service Staff Members are paid on Schedule 9A for the Migrant Program.

4. SUBSTITUTE TEACHERS

High School - No College Degree	\$58 per day	
College Degree	\$63 per day	
Certified Teacher	\$68 per day	
Long-Term Substitute	\$73 per day	(Only for Vacant Positions)

5. SUBSTITUTE AIDES, SECRETARIES, AND CUSTODIANS

Substitute instructional aides, secretaries and custodians are paid \$7.25 per hour.

6. SUBSTITUTE SCHOOL FOOD SERVICE PERSONNEL

Substitute school food service personnel are paid \$7.25 per hour.

7. SPECIAL COMMITTEES

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

8. SUMMER SCHOOL

Teachers are paid \$25 per hour for summer school instruction.

9. ALTERNATIVE PROGRAM

Teachers not employed under regular contract are paid \$20 per hour of instruction.

10. ENGLISH AS SECOND LANGUAGE INTERPRETER

English-As-Second-Language Interpreters are paid \$7.25 per hour.

11. TRIBUNAL

Tribunal officers are paid \$25 per hour.

**SCHEDULE OF SUPPLEMENTS
FOR INSTRUCTION AND EXTRA-CURRICULAR ACTIVITIES
2012 - 2013**

CURRICULUM, INSTRUCTION, AND SUPERVISION	SLOTS	2012 - 2013
ATTENDANCE SUPERVISOR LEAD POSITION	1	\$ 1,123
TITLE 1 STUDENT SERVICES LEAD POSITION	1	\$ 1,123
CURRICULUM/INSTRUCTIONAL ASSOCIATE	17	\$ 1,684
DEPARTMENT HEAD (Secondary): Allocated 1 to 300 ADM, Max. 5, Min. 2	27	\$ 785
TEAM/GRADE-LEVEL CHAIRMAN OR SPECIAL INSTRUCTIONAL ACTIVITIES SPONSORS (Elementary/Middle) Allocated 2 Positions ADM 0 to 449 Allocated 4 Positions ADM 450 to 699 Allocated 6 Positions ADM 700+ and up	122	\$ 785
ALTERNATIVE PROGRAM TEACHING SUPERVISOR/COORDINATOR		\$ 1,323
DISTANCE EDUCATION TEACHER		\$ 842
504/SIT COORDINATOR		
Elementary	20	\$ 2,400
Middle and Secondary - 1 to 6 cases	3	\$ 500
Middle and Secondary - 7 to 11 cases	6	\$ 1,000
Middle and Secondary - 12 to 17 cases	3	\$ 1,500
Middle and Secondary - 18 to 29 cases	4	\$ 3,000
SCHOOL LEVEL TECHNOLOGY COACH	38	\$ 605
EXTRA-CURRICULAR ACTIVITIES	SLOTS	2012 - 2013
STUDENT COUNCIL SPONSOR:		
Secondary	7	\$ 910
Middle	11	\$ 561
ACADEMIC TEAM COACH:		
Secondary (Eight Contests [8] Minimum 6 + 1 + County Tournament)	7	\$ 898
Middle (Nine Contests [9] Minimum)	11	\$ 561
MATHEMATICS TEAM COACH:		
Secondary (Six [6] Contests Minimum)	7	\$ 561
YEARBOOK SPONSOR (Hardcover with Layout):		
Secondary	7	\$ 1,123
Middle	11	\$ 561
CLASS SPONSOR (SECONDARY):		
Junior/Senior	14	\$ 719
Freshman/Sophomore	14	\$ 241
DRAMA (Secondary):		
Three Acts (3) Minimum	7	\$ 898
DEBATE TEAM (Secondary/Generic):		
Six Contests (6) Minimum	7	\$ 1,348
SCHOOL NEWSPAPER SPONSOR (Secondary/Middle):		
Seven (7) Issues Minimum		
Secondary without Class Period	7	\$ 954
Middle School without Class Period Only	11	\$ 336

**SCHEDULE OF SUPPLEMENTS
FOR INSTRUCTION AND EXTRA-CURRICULAR ACTIVITIES
2012 - 2013**

EXTRA-CURRICULAR ACTIVITIES	SLOTS	2012 - 2013
BAND DIRECTOR:		
Secondary (12 After-school Performances)		
Class A Schools	2	\$ 6,963
Class AA Schools	1	\$ 6,963
Class AAA Schools	1	\$ 6,963
Class AAAA Schools	3	\$ 6,963
Middle (10 After-school Performances)	11	\$ 2,779
ASSISTANT BAND DIRECTOR:		
Secondary	7	\$ 2,807
GLEE CLUB/CHORUS:		
Secondary	7	\$ 1,263
Middle	11	\$ 224
JROTC:		
Secondary	6	\$ 1,223
ROBOTICS	4	\$ 785

**SCHEDULE OF SUPPLEMENTS
FOR ATHLETICS
2012 - 2013**

ATHLETICS	** YEARS EXPERIENCE			SLOTS
	0 to 4	5 to 9	10 or more	
ATHLETIC DIRECTOR: *Release Time				
Class A Schools - 1 Period*	\$ 5,272	\$ 6,445	\$ 7,616	2
Class AA Schools - 2 Periods*	\$ 5,272	\$ 6,445	\$ 7,616	1
Class AAA Schools - 2 Periods*	\$ 6,445	\$ 7,616	\$ 8,788	1
Class AAAA Schools - 2 Periods*	\$ 6,445	\$ 7,616	\$ 8,788	3
Middle Schools - 0 Period*	\$ 2,637	\$ 3,222	\$ 3,808	11
ASSISTANT ATHLETIC DIRECTOR:				
Secondary				
Class A and AA	\$ 2,637	\$ 3,222	\$ 3,808	3
Class AAA and AAAA	\$ 3,222	\$ 3,808	\$ 4,394	4
FOOTBALL:				
AAAA/AAA Varsity Head Coach (Min. 8 games)	\$ 6,445	\$ 7,616	\$ 8,788	4
AA/A Varsity Head Coach, plus 1 "B" team (Min. 8 games)	\$ 5,272	\$ 6,445	\$ 7,616	3
*** Assistant Football Coach	\$ 3,515	\$ 4,101	\$ 4,687	49
Middle Head Coach (Min. 6 games)	\$ 2,637	\$ 3,222	\$ 3,808	11
Middle Assistant Coach (Min. 6 games)	\$ 1,758	\$ 2,051	\$ 2,343	11
BASKETBALL:				
Varsity Head Coach (Min. 16 games)	\$ 3,515	\$ 4,101	\$ 4,687	14
Junior Varsity Coach (Min. 12 games)	\$ 1,758	\$ 2,050	\$ 2,343	14
Middle Head Coach (Min. 12 games)	\$ 1,758	\$ 2,050	\$ 2,343	22
BASEBALL:				
Varsity Head Coach (Min. 12 games)	\$ 2,343	\$ 2,637	\$ 2,929	7
Junior Varsity Coach (Min. 9 games)	\$ 1,171	\$ 1,406	\$ 1,640	7
SOFTBALL:				
Varsity Head Coach (Min. 8 games)	\$ 2,343	\$ 2,637	\$ 2,929	7
Junior Varsity Coach (Min. 6 games)	\$ 1,171	\$ 1,406	\$ 1,640	7
VOLLEYBALL:				
Varsity Head Coach (Min. 8 games)	\$ 1,992	\$ 2,109	\$ 2,226	7
Junior Varsity Coach (Min. 6 games)	\$ 1,171	\$ 1,406	\$ 1,640	7
Middle Head Coach (Min. 6 games)	\$ 1,113	\$ 1,171	\$ 1,231	11
TRACK:				
4A/3A Varsity Head Coach (Min. 6 meets)	\$ 1,992	\$ 2,109	\$ 2,226	8
2A/1A Varsity Head Coach (Min. 6 meets)	\$ 1,640	\$ 1,758	\$ 1,875	6
TENNIS:				
Varsity Head Coach (Min. 6 matches)	\$ 1,290	\$ 1,406	\$ 1,524	14
GOLF:				
Varsity Head Coach (Min. 6 matches)	\$ 1,290	\$ 1,406	\$ 1,524	14
Middle Head Coach (Min. 5)	\$ 645	\$ 703	\$ 762	11
CROSS COUNTRY:				
Varsity Head Coach (Min. 6 meets)	\$ 1,290	\$ 1,406	\$ 1,524	7

**SCHEDULE OF SUPPLEMENTS
FOR ATHLETICS
2012 - 2013**

ATHLETICS	** YEARS EXPERIENCE			SLOTS
	0 to 4	5 to 9	10 or more	
SOCCER:				
Varsity Head Coach (Min. 8 games)	\$ 2,343	\$ 2,637	\$ 2,929	10
Junior Varsity Coach (Min. 6 games)	\$ 1,171	\$ 1,406	\$ 1,640	10
SWIMMING:				
Varsity Head Coach (Min. 6 meets)	\$ 1,290	\$ 1,406	\$ 1,524	7
WEIGHT PROGRAM:				
Class A Schools	\$ 2,343	\$ 2,343	\$ 2,343	2
Class AA Schools	\$ 2,343	\$ 2,343	\$ 2,343	1
Class AAA Schools	\$ 2,811	\$ 2,811	\$ 2,811	1
Class AAAA Schools	\$ 2,811	\$ 2,811	\$ 2,811	3
CHEERLEADING:				
Varsity Head Coach	\$ 1,992	\$ 2,109	\$ 2,226	7
Junior Varsity Coach	\$ 937	\$ 1,054	\$ 1,171	7
Middle Schools	\$ 996	\$ 1,055	\$ 1,113	11

*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.

**SCHEDULE OF SUPPLEMENTS
2012 – 2013
PROCEDURES**

No person may be paid more than three supplements without approval of the Academic Officer 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. They **CANNOT** be used for additional coaches in other sports, nor 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 extra-curricular 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 High School League.

Supplements may be divided 50-50 between two individuals when both agree to share responsibilities and upon Academic Officer 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.

NO PERSON MAY BE AWARDED ANY SUPPLEMENT ON THE SCHEDULE OF SUPPLEMENTS IF HE/SHE DOES NOT HOLD A SUPPLEMENTAL CONTRACT WITH THE SCHOOL DISTRICT OF AIKEN COUNTY.

Adopted June 14, 1983
Revised June 26, 1984
Revised June 21, 1988
Revised June 26, 1990
Revised June 23, 1992
Revised June 22, 1993
Revised June 28, 1994
Revised Sept 13, 1994
Revised June 27, 1995
Revised June 25, 1996
Revised June 24, 1997

Revised June 23, 1998
Revised June 29, 1999
Revised June 27, 2000
Revised June 28, 2001
Revised June 18, 2002
Revised June 24, 2003
Revised June 22, 2004
Revised June 28, 2005
Revised June 27, 2006
Revised June 26, 2007
Revised June 24, 2008

Revised June 30, 2009
Revised June 22, 2010
Revised June 21, 2011
Revised June 26, 2012