

SALARY SCHEDULES

2015 - 2016

Aiken County Public Schools

July 1, 2015

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**TEACHER SALARY SCHEDULE
2015 - 2016**

Salary Step		Class 3	Class 2	Class 1	Class 7	Class 8
		Bachelor's Degree	Bachelor's Degree +18	Master's Degree	Master's Degree + 30 Hours	Doctor's Degree
E0	Annual	\$ 37,178.00	\$ 38,904.00	\$ 42,795.00	\$ 46,083.00	\$ 50,573.00
	Monthly (12)	\$ 3,098.17	\$ 3,242.00	\$ 3,566.25	\$ 3,840.25	\$ 4,214.42
	Daily (190)	\$ 195.67	\$ 204.76	\$ 225.24	\$ 242.54	\$ 266.17
E1	Annual	\$ 37,178.00	\$ 38,904.00	\$ 42,795.00	\$ 46,083.00	\$ 50,573.00
	Monthly (12)	\$ 3,098.17	\$ 3,242.00	\$ 3,566.25	\$ 3,840.25	\$ 4,214.42
	Daily (190)	\$ 195.67	\$ 204.76	\$ 225.24	\$ 242.54	\$ 266.17
E2	Annual	\$ 37,178.00	\$ 38,904.00	\$ 42,795.00	\$ 46,083.00	\$ 50,573.00
	Monthly (12)	\$ 3,098.17	\$ 3,242.00	\$ 3,566.25	\$ 3,840.25	\$ 4,214.42
	Daily (190)	\$ 195.67	\$ 204.76	\$ 225.24	\$ 242.54	\$ 266.17
E3	Annual	\$ 37,178.00	\$ 38,904.00	\$ 42,795.00	\$ 46,083.00	\$ 50,573.00
	Monthly (12)	\$ 3,098.17	\$ 3,242.00	\$ 3,566.25	\$ 3,840.25	\$ 4,214.42
	Daily (190)	\$ 195.67	\$ 204.76	\$ 225.24	\$ 242.54	\$ 266.17
4	Annual	\$ 37,767.00	\$ 39,476.00	\$ 43,235.00	\$ 46,654.00	\$ 51,438.00
	Monthly (12)	\$ 3,147.25	\$ 3,289.67	\$ 3,602.92	\$ 3,887.83	\$ 4,286.50
	Daily (190)	\$ 198.77	\$ 207.77	\$ 227.55	\$ 245.55	\$ 270.73
5	Annual	\$ 38,690.00	\$ 40,399.00	\$ 44,261.00	\$ 47,679.00	\$ 52,805.00
	Monthly (12)	\$ 3,224.17	\$ 3,366.58	\$ 3,688.42	\$ 3,973.25	\$ 4,400.42
	Daily (190)	\$ 203.63	\$ 212.63	\$ 232.95	\$ 250.94	\$ 277.92
6	Annual	\$ 39,648.00	\$ 41,354.00	\$ 45,286.00	\$ 48,703.00	\$ 54,172.00
	Monthly (12)	\$ 3,304.00	\$ 3,446.17	\$ 3,773.83	\$ 4,058.58	\$ 4,514.33
	Daily (190)	\$ 208.67	\$ 217.65	\$ 238.35	\$ 256.33	\$ 285.12
7	Annual	\$ 40,569.00	\$ 42,279.00	\$ 46,311.00	\$ 49,729.00	\$ 55,539.00
	Monthly (12)	\$ 3,380.75	\$ 3,523.25	\$ 3,859.25	\$ 4,144.08	\$ 4,628.25
	Daily (190)	\$ 213.52	\$ 222.52	\$ 243.74	\$ 261.73	\$ 292.31
8	Annual	\$ 41,527.00	\$ 43,235.00	\$ 47,338.00	\$ 50,755.00	\$ 56,906.00
	Monthly (12)	\$ 3,460.58	\$ 3,602.92	\$ 3,944.83	\$ 4,229.58	\$ 4,742.17
	Daily (190)	\$ 218.56	\$ 227.55	\$ 249.15	\$ 267.13	\$ 299.51
9	Annual	\$ 42,449.00	\$ 44,159.00	\$ 48,362.00	\$ 51,780.00	\$ 58,273.00
	Monthly (12)	\$ 3,537.42	\$ 3,679.92	\$ 4,030.17	\$ 4,315.00	\$ 4,856.08
	Daily (190)	\$ 223.42	\$ 232.42	\$ 254.54	\$ 272.53	\$ 306.70
10	Annual	\$ 43,406.00	\$ 45,116.00	\$ 49,387.00	\$ 52,805.00	\$ 59,641.00
	Monthly (12)	\$ 3,617.17	\$ 3,759.67	\$ 4,115.58	\$ 4,400.42	\$ 4,970.08
	Daily (190)	\$ 228.45	\$ 237.45	\$ 259.93	\$ 277.92	\$ 313.90
11	Annual	\$ 44,330.00	\$ 46,037.00	\$ 50,413.00	\$ 53,831.00	\$ 61,008.00
	Monthly (12)	\$ 3,694.17	\$ 3,836.42	\$ 4,201.08	\$ 4,485.92	\$ 5,084.00
	Daily (190)	\$ 233.32	\$ 242.30	\$ 265.33	\$ 283.32	\$ 321.09

2015 - 2016

Salary Step		Class 3	Class 2	Class 1	Class 7	Class 8
		Bachelor's Degree	Bachelor's Degree +18	Master's Degree	Master's Degree + 30 Hours	Doctor's Degree
12	Annual	\$ 45,286.00	\$ 46,996.00	\$ 51,438.00	\$ 54,855.00	\$ 62,376.00
	Monthly (12)	\$ 3,773.83	\$ 3,916.33	\$ 4,286.50	\$ 4,571.25	\$ 5,198.00
	Daily (190)	\$ 238.35	\$ 247.35	\$ 270.73	\$ 288.71	\$ 328.29
13	Annual	\$ 46,209.00	\$ 47,917.00	\$ 52,462.00	\$ 55,881.00	\$ 63,741.00
	Monthly (12)	\$ 3,850.75	\$ 3,993.08	\$ 4,371.83	\$ 4,656.75	\$ 5,311.75
	Daily (190)	\$ 243.21	\$ 252.19	\$ 276.12	\$ 294.11	\$ 335.48
14	Annual	\$ 47,166.00	\$ 48,876.00	\$ 53,490.00	\$ 56,906.00	\$ 65,110.00
	Monthly (12)	\$ 3,930.50	\$ 4,073.00	\$ 4,457.50	\$ 4,742.17	\$ 5,425.83
	Daily (190)	\$ 248.24	\$ 257.24	\$ 281.53	\$ 299.51	\$ 342.68
15	Annual	\$ 48,089.00	\$ 49,798.00	\$ 54,514.00	\$ 57,932.00	\$ 66,476.00
	Monthly (12)	\$ 4,007.42	\$ 4,149.83	\$ 4,542.83	\$ 4,827.67	\$ 5,539.67
	Daily (190)	\$ 253.10	\$ 262.09	\$ 286.92	\$ 304.91	\$ 349.87
16	Annual	\$ 49,046.00	\$ 50,755.00	\$ 55,539.00	\$ 58,957.00	\$ 67,843.00
	Monthly (12)	\$ 4,087.17	\$ 4,229.58	\$ 4,628.25	\$ 4,913.08	\$ 5,653.58
	Daily (190)	\$ 258.14	\$ 267.13	\$ 292.31	\$ 310.30	\$ 357.07
17	Annual	\$ 49,969.00	\$ 51,677.00	\$ 56,566.00	\$ 59,983.00	\$ 69,211.00
	Monthly (12)	\$ 4,164.08	\$ 4,306.42	\$ 4,713.83	\$ 4,998.58	\$ 5,767.58
	Daily (190)	\$ 262.99	\$ 271.98	\$ 297.72	\$ 315.70	\$ 364.27
18	Annual	\$ 50,468.00	\$ 52,195.00	\$ 57,132.00	\$ 60,583.00	\$ 69,903.00
	Monthly (12)	\$ 4,205.67	\$ 4,349.58	\$ 4,761.00	\$ 5,048.58	\$ 5,825.25
	Daily (190)	\$ 265.62	\$ 274.71	\$ 300.69	\$ 318.86	\$ 367.91
19	Annual	\$ 50,973.00	\$ 52,716.00	\$ 57,700.00	\$ 61,188.00	\$ 70,602.00
	Monthly (12)	\$ 4,247.75	\$ 4,393.00	\$ 4,808.33	\$ 5,099.00	\$ 5,883.50
	Daily (190)	\$ 268.28	\$ 277.45	\$ 303.68	\$ 322.04	\$ 371.59
20	Annual	\$ 51,482.00	\$ 53,242.00	\$ 58,279.00	\$ 61,801.00	\$ 71,308.00
	Monthly (12)	\$ 4,290.17	\$ 4,436.83	\$ 4,856.58	\$ 5,150.08	\$ 5,942.33
	Daily (190)	\$ 270.96	\$ 280.22	\$ 306.73	\$ 325.27	\$ 375.31
21	Annual	\$ 51,997.00	\$ 53,775.00	\$ 58,861.00	\$ 62,419.00	\$ 72,022.00
	Monthly (12)	\$ 4,333.08	\$ 4,481.25	\$ 4,905.08	\$ 5,201.58	\$ 6,001.83
	Daily (190)	\$ 273.67	\$ 283.03	\$ 309.79	\$ 328.52	\$ 379.06
22	Annual	\$ 53,043.00	\$ 54,857.00	\$ 60,045.00	\$ 63,672.00	\$ 73,469.00
	Monthly (12)	\$ 4,420.25	\$ 4,571.42	\$ 5,003.75	\$ 5,306.00	\$ 6,122.42
	Daily (190)	\$ 279.17	\$ 288.72	\$ 316.03	\$ 335.12	\$ 386.68

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
2015 - 2016**

YRS	E-6/7	E-8	E-9	W-3	W-4	0-3	0-4	0-5	0-6
0	\$ 36,875	\$ 40,511	\$ 44,956	\$ 42,532	\$ 47,453	\$ 47,615	\$ 55,455	\$ 63,598	\$ 70,658
1	\$ 38,351	\$ 42,130	\$ 45,852	\$ 43,383	\$ 48,401	\$ 48,567	\$ 56,565	\$ 64,870	\$ 71,434
2	\$ 39,887	\$ 43,817	\$ 46,772	\$ 44,248	\$ 49,369	\$ 49,539	\$ 57,694	\$ 66,166	\$ 72,220
3	\$ 41,480	\$ 45,130	\$ 47,707	\$ 45,133	\$ 50,357	\$ 50,529	\$ 58,849	\$ 67,490	\$ 72,942
4	\$ 43,142	\$ 46,485	\$ 48,659	\$ 46,038	\$ 51,364	\$ 51,542	\$ 60,027	\$ 68,505	\$ 73,746
5	\$ 44,865	\$ 47,416	\$ 49,632	\$ 46,955	\$ 52,390	\$ 52,571	\$ 61,226	\$ 69,529	\$ 74,557
6	\$ 46,212	\$ 48,363	\$ 50,626	\$ 47,896	\$ 53,438	\$ 53,624	\$ 62,450	\$ 70,575	\$ 75,375
7	\$ 47,597	\$ 49,329	\$ 51,637	\$ 48,855	\$ 54,508	\$ 54,694	\$ 63,698	\$ 71,632	\$ 76,130
8	\$ 49,026	\$ 50,317	\$ 52,671	\$ 49,831	\$ 55,598	\$ 55,789	\$ 64,657	\$ 72,706	\$ 76,967
9	\$ 50,008	\$ 51,326	\$ 53,721	\$ 50,829	\$ 56,709	\$ 56,904	\$ 65,625	\$ 73,798	\$ 77,814
10	\$ 51,005	\$ 52,351	\$ 54,797	\$ 51,845	\$ 57,843	\$ 58,044	\$ 66,612	\$ 74,610	\$ 78,593
11	\$ 52,028	\$ 53,397	\$ 55,894	\$ 52,883	\$ 59,002	\$ 59,206	\$ 67,608	\$ 75,429	\$ 79,379
12	\$ 53,068	\$ 54,467	\$ 57,010	\$ 53,939	\$ 60,180	\$ 60,387	\$ 68,625	\$ 76,258	\$ 80,251
13	\$ 54,129	\$ 55,555	\$ 58,152	\$ 55,019	\$ 61,383	\$ 61,598	\$ 69,651	\$ 77,098	\$ 81,134
14	\$ 55,210	\$ 56,666	\$ 59,312	\$ 56,118	\$ 62,609	\$ 62,829	\$ 70,696	\$ 77,947	\$ 82,023
15	\$ 56,317	\$ 57,800	\$ 60,501	\$ 57,239	\$ 63,861	\$ 64,085	\$ 71,755	\$ 78,805	\$ 82,846
16	\$ 57,442	\$ 58,956	\$ 61,710	\$ 58,387	\$ 65,141	\$ 65,366	\$ 72,834	\$ 79,672	\$ 83,756
17	\$ 58,592	\$ 60,134	\$ 62,945	\$ 59,550	\$ 66,443	\$ 66,674	\$ 73,925	\$ 80,548	\$ 84,678
18	\$ 59,763	\$ 61,338	\$ 64,204	\$ 60,743	\$ 67,772	\$ 68,005	\$ 75,035	\$ 81,437	\$ 85,525
19	\$ 60,957	\$ 62,565	\$ 65,488	\$ 61,957	\$ 69,127	\$ 69,365	\$ 76,162	\$ 82,332	\$ 86,381
20	\$ 62,177	\$ 63,816	\$ 66,797	\$ 63,197	\$ 70,508	\$ 70,751	\$ 77,304	\$ 83,237	\$ 87,332
21	\$ 62,798	\$ 64,453	\$ 67,465	\$ 63,829	\$ 71,214	\$ 71,458	\$ 78,078	\$ 84,069	\$ 88,205
22	\$ 64,061	\$ 65,748	\$ 68,821	\$ 65,113	\$ 72,645	\$ 72,894	\$ 79,647	\$ 85,760	\$ 89,977

Amounts shown above reflect 12-month salaries. 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. 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.
- Administrators paid from Schedule B may be paid at least \$500 more annually in base salary 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 2015 – 2016 school year.

**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 Superintendent, Academic Officer 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 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 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**

			FLSA MINIMUM WAGE OVERTIME PROVISION	
Pay Table	Pay Grade	Classification of Employee	EXEMPT	NON-EXEMPT
A01	1A – 17 A	Bus Monitor		X
		Maintenance Worker I		X
A02	9A – 26A	Custodian		X
		Food Service Operator		X
		Maintenance Worker II		X
A03	11A – 28A	Student Service Worker (no degree)		X
A04	13A – 30A	Glazier Helper		X
		Tractor Operator		X
A05	14A – 31A	Bus Driver		X
		Food Service Manager I, 0-500 ADP [7 hrs/185 days]		X
A06	15A – 32A	Courier		X
		Nurse LPN [7 hrs]		X
		Roofer Helper		X
		Stadium Maintenance Helper		X
A07	16A – 33A	Food Service Manager I, 501+ ADP [7 hrs/185 days]		X
		Food Service Manager II, 0-500 ADP [7.5 hrs/185 days]		X
A08	17A – 34A	Hearing/Vision Screening Aide [7 hrs/181 days]		X
		Media Aide [7 hrs/181 days]		X
		Preventive Maintenance Helper		X
		Applied Behavioral Therapist Aide [7 hrs/181 days]		X
		Teacher Aide [7 hrs/181 days]		X
		Synergistic Lab Aide [7 hrs/185 days]		X
		Attendance Aide [7 hrs/185 days]		X
		Certified Tutor		X
		Warehouseworker		X
Learning Lab Proctor (High School Only) [7 hrs/181 days]		X		
A09	18A – 35A	In-School Suspension Supervisor [7 hrs/181 days]		X
		Safety Monitor [8 hrs/181 days]		X
		Study Hall Supervisor (High School Only) [7 hrs/181 days]		X
		Food Service Manager II, 501+ADP [7.5 hrs/185 days]		X
		Food Service Manager III, 0-500 ADP [8 hrs/185 days]		X
A10	19A – 36A	Equipment Operators		X
		Mason Helper		X
A11	20A – 37A	Food Service Manager III 501+ ADP [8 hrs/185 days]		X
		Applied Behavior Analysis (ABA) Services Lead [8 hrs/181 days]		X
		Behavior Support Lead [8 hrs/181 days]		X

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

			FLSA MINIMUM WAGE OVERTIME PROVISION	
Pay Table	Pay Grade	Classification of Employee	EXEMPT	NON-EXEMPT
A12	21A – 38A	Carpenters Helper		X
		Data Entry Clerk		X
		Accounting Clerk		X
		Electricians Helper		X
		Locksmiths Helper		X
		Plumbers Helper		X
		Receptionist		X
		Refrigeration Helper		X
		Meal Benefits Coordinator		X
		Warehouseworker/Driver		X
		A13	22A – 39A	District Office Secretary
Glazier				X
Guidance Clerk [7 hours/181 days]				X
Medicaid Billing Clerk				X
Payroll Specialist				X
School Secretary				X
Instructional Materials Center Assistant/Bookkeeper				X
Stockroom Attendant				X
Accounts Payable Clerk				X
Bookkeeper				X
Human Resources Specialist				X
PowerSchool Assistant				X
A14	24A – 41A			Accounting Specialist
		Commodity Specialist		X
		Educational Interpreter I [7 hours/181 days]		X
		Inventory Control Specialist		X
		Risk Management Specialist		X
		Reimbursement Claims Specialist		X
		Foreign Language Interpreter/Translator [8 hours/185 days]		X
		Sign Language Facilitator I [7 hours/181 days]		X
A15	25A – 42A	Administrative Secretary		X
		Roofer		X
		Stadium Maintenance Worker		X
A16	27A – 44A	Auto Mechanic		X
		Building & Grounds Supervisor	X	
		Lead Payroll Specialist		X
		Mason		X
		Preventative Maintenance Mechanic		X
		Painter		X
A17	28A – 45A	Food Service Field Supervisors	X	
		Student Service Worker (w/degree)		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
A18	29A – 46A	Carpenter		X
		HVAC Mechanic		X
		Plumber		X
		Zone Electrician		X
		Secretary/Dispatcher		X
A19	30A – 47A	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		X
		Working Foreman-Maintenance		X
A22	37A – 54A	Home Visitor		X
A23	38A – 55A	Administrative Assistant to the Board/Superintendent		X
A24	41A – 58A	Contract/Property/Environmental Specialist		X
		General Foreman-Maintenance	X	
		Buildings/Grounds Program Manager	X	
		Instructional Materials Center Manager	X	
		Maintenance System Program Manager	X	
A25	44A – 58A	Network Technicians		X
A26	51A – 58A	Educational Interpreter II [8 hours/181 days]		X
		Sign Language Facilitator II [8 hours/181 days]		X

**CLASSIFIED EMPLOYEE SALARY SCHEDULE
2015 - 2016**

Pay Level	12 Months Annual	8 Hrs. Daily	Hourly		Pay Level	12 Months Annual	8 Hrs. Daily	Hourly
1 A	\$ 18,070	\$ 69.50	\$ 8.69		30 A	\$ 32,140	\$ 123.62	\$ 15.45
2 A	\$ 18,498	\$ 71.14	\$ 8.89		31 A	\$ 32,770	\$ 126.04	\$ 15.75
3 A	\$ 18,835	\$ 72.44	\$ 9.06		32 A	\$ 33,466	\$ 128.72	\$ 16.09
4 A	\$ 19,172	\$ 73.74	\$ 9.22		33 A	\$ 34,051	\$ 130.96	\$ 16.37
5 A	\$ 19,576	\$ 75.29	\$ 9.41		34 A	\$ 34,747	\$ 133.64	\$ 16.71
6 A	\$ 19,936	\$ 76.68	\$ 9.58		35 A	\$ 35,534	\$ 136.67	\$ 17.08
7 A	\$ 20,363	\$ 78.32	\$ 9.79		36 A	\$ 36,163	\$ 139.09	\$ 17.39
8 A	\$ 20,790	\$ 79.96	\$ 10.00		37 A	\$ 36,883	\$ 141.86	\$ 17.73
9 A	\$ 21,217	\$ 81.60	\$ 10.20		38 A	\$ 37,647	\$ 144.80	\$ 18.10
10 A	\$ 21,599	\$ 83.07	\$ 10.38		39 A	\$ 38,411	\$ 147.73	\$ 18.47
11 A	\$ 22,049	\$ 84.80	\$ 10.60		40 A	\$ 39,153	\$ 150.59	\$ 18.82
12 A	\$ 22,431	\$ 86.27	\$ 10.78		41 A	\$ 39,939	\$ 153.61	\$ 19.20
13 A	\$ 22,948	\$ 88.26	\$ 11.03		42 A	\$ 40,748	\$ 156.72	\$ 19.59
14 A	\$ 23,420	\$ 90.08	\$ 11.26		43 A	\$ 41,535	\$ 159.75	\$ 19.97
15 A	\$ 23,847	\$ 91.72	\$ 11.46		44 A	\$ 42,344	\$ 162.86	\$ 20.36
16 A	\$ 24,364	\$ 93.71	\$ 11.71		45 A	\$ 43,243	\$ 166.32	\$ 20.79
17 A	\$ 24,791	\$ 95.35	\$ 11.92		46 A	\$ 44,075	\$ 169.52	\$ 21.19
18 A	\$ 25,330	\$ 97.42	\$ 12.18		47 A	\$ 44,929	\$ 172.80	\$ 21.60
19 A	\$ 25,824	\$ 99.33	\$ 12.42		48 A	\$ 45,850	\$ 176.35	\$ 22.04
20 A	\$ 26,364	\$ 101.44	\$ 12.68		49 A	\$ 46,794	\$ 179.98	\$ 22.50
21 A	\$ 26,858	\$ 103.30	\$ 12.91		50 A	\$ 47,761	\$ 183.70	\$ 22.96
22 A	\$ 27,420	\$ 105.46	\$ 13.18		51 A	\$ 48,705	\$ 187.33	\$ 23.42
23 A	\$ 27,937	\$ 107.45	\$ 13.43		52 A	\$ 49,626	\$ 190.87	\$ 23.86
24 A	\$ 28,567	\$ 109.87	\$ 13.73		53 A	\$ 50,638	\$ 194.76	\$ 24.35
25 A	\$ 29,038	\$ 111.69	\$ 13.96		54 A	\$ 51,672	\$ 198.74	\$ 24.84
26 A	\$ 29,690	\$ 114.19	\$ 14.27		55 A	\$ 52,661	\$ 202.54	\$ 25.32
27 A	\$ 30,252	\$ 116.35	\$ 14.54		56 A	\$ 53,738	\$ 206.69	\$ 25.84
28 A	\$ 30,926	\$ 118.95	\$ 14.87		57 A	\$ 54,831	\$ 210.88	\$ 26.36
29 A	\$ 31,444	\$ 120.94	\$ 15.12		58 A	\$ 55,902	\$ 215.04	\$ 26.88

**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 Technology Specialist Internal Auditor Special Revenue Accountant Executive Manager for Transportation
B02 – 10	3B – 10B	Nurse, RN
B03 – 12	5B – 12B	Assistant Purchasing Agent Financial Operations Manager Accounting Systems Manager
B04 – 10 12	9B – 16B	Attendance Supervisor Lead Technology Specialist Supervisor of Nursing Services (205 days) Special Programs Counselor I (190 days)
B05 – 12	14B – 21B	Parent Education Coordinator Public Information Officer
B06 – 12	17B – 24B	Networking Administrator System Administrator
B07 – 10 11 12	20B – 27B	Educational Technology Coordinator Network Coordinator Instructional Program Support Coordinator Occupation/Physical Therapist School Psychologist Behavior Specialist Human Resources Program Coordinator (HRPC) for Formal Evaluations HRPC for Mentoring & Induction HRPC for Recruiting & Staffing Read to Succeed Literacy Coordinator Special Programs Program Specialist, RTI/PBIS with Psychology Degree (no teacher certificate)
B08 – 12	25B – 32B	Business Services Director Facilities Construction Director Maintenance & Operations Director Purchasing Director School Food Service Director
B09 – 12	32B – 39B	Elementary Principal 0-400 ADM
B10 – 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
B11 – 12	36B – 43B	Adult Education Director Federal Programs Director Human Resources Director Special Programs Director Director for Administrative Services Elementary School Principal 750+ ADM Middle School Principal 401-749 ADM Director/Principal at Career and Technology Center
B12 – 12	38B – 45B	High School Principal 0-500 ADM Middle School Principal 750+ ADM Principal at Center for Innovative Learning at Pinecrest
B13 – 12	40B – 47B	High School Principal 501-1000 ADM
B14 – 12	42B – 49B	Executive Director for Educational Technology High School Principal 1001+ ADM
B15 – 12	44B – 51B	Academic Officer Attorney
B16 – 12	46B – 53B	Associate Superintendent for Administration Associate Superintendent for Instruction & Accountability Comptroller

**ADMINISTRATIVE SALARY SCHEDULE
2015 - 2016**

Pay Level	12 Months Annual		Pay Level	12 Months Annual
1 B	\$ 46,071		28 B	\$ 75,337
2 B	\$ 47,152		29 B	\$ 76,422
3 B	\$ 48,240		30 B	\$ 77,503
4 B	\$ 49,315		31 B	\$ 78,594
5 B	\$ 50,402		32 B	\$ 79,676
6 B	\$ 51,488		33 B	\$ 80,755
7 B	\$ 52,576		34 B	\$ 81,845
8 B	\$ 53,659		35 B	\$ 82,924
9 B	\$ 54,743		36 B	\$ 84,012
10 B	\$ 55,823		37 B	\$ 85,094
11 B	\$ 56,903		38 B	\$ 86,185
12 B	\$ 57,993		39 B	\$ 87,259
13 B	\$ 59,078		40 B	\$ 88,343
14 B	\$ 60,162		41 B	\$ 89,432
15 B	\$ 61,243		42 B	\$ 90,516
16 B	\$ 62,327		43 B	\$ 91,600
17 B	\$ 63,413		44 B	\$ 92,688
18 B	\$ 64,493		45 B	\$ 93,765
19 B	\$ 65,580		46 B	\$ 94,856
20 B	\$ 66,665		47 B	\$ 95,936
21 B	\$ 67,747		48 B	\$ 97,020
22 B	\$ 68,838		49 B	\$ 98,104
23 B	\$ 69,914		50 B	\$ 99,187
24 B	\$ 71,001		51 B	\$ 100,271
25 B	\$ 72,091		52 B	\$ 101,355
26 B	\$ 73,167		53 B	\$ 102,413
27 B	\$ 74,254			

**ASSISTANT PRINCIPAL/CURRICULUM COORDINATOR
SALARY SCHEDULE
2015 - 2016**

Pay Level	200 Days	210 Days	220 Days	240 Days
20 C	\$ 59,002	\$ 61,952	\$ 64,903	\$ 70,803
21 C	\$ 59,955	\$ 62,953	\$ 65,951	\$ 71,946
22 C	\$ 60,921	\$ 63,968	\$ 67,014	\$ 73,106
23 C	\$ 61,877	\$ 64,971	\$ 68,065	\$ 74,253
24 C	\$ 62,834	\$ 65,976	\$ 69,118	\$ 75,401
25 C	\$ 63,797	\$ 66,987	\$ 70,177	\$ 76,558
26 C	\$ 64,756	\$ 67,994	\$ 71,232	\$ 77,708
27 C	\$ 65,719	\$ 69,006	\$ 72,292	\$ 78,864
28 C	\$ 66,674	\$ 70,007	\$ 73,341	n/a
29 C	\$ 67,636	\$ 71,018	\$ 74,399	n/a
30 C	\$ 68,581	\$ 72,010	\$ 75,439	n/a

<u>Pay Table</u>	<u>Pay Level</u>	<u>Classification of Employee</u>
C1 200, 210, or 220	20 C - 27 C	Assistant Principal, Elementary Curriculum Coordinator, Elementary
C1 240	20 C - 27 C	Assistant Principal, Model Elementary School (currently North Aiken only)
C2 200, 210, or 220	23C - 30 C	Assistant Principal, Middle/High School

**SPECIAL PROGRAMS - ADMINISTRATORS
SALARY SCHEDULE
2015 - 2016**

Pay Level	220 Days
1 D	\$ 67,015
2 D	\$ 68,066
3 D	\$ 69,118
4 D	\$ 70,178
5 D	\$ 71,232
6 D	\$ 72,292
7 D	\$ 73,341
8 D	\$ 74,399

<u>Pay Table</u>	<u>Pay Level</u>	<u>Classification of Employee</u>
D 1	1 D - 8 D	Administrator of Compliance Administrator of Instructional Programming Administrator of Evaluation and Student Services

**DEPUTY SUPERINTENDENT
SALARY SCHEDULE
2015 - 2016**

Pay Level	12 Months Annual
1 F	\$ 115,692
2 F	\$ 116,774
3 F	\$ 117,854
4 F	\$ 118,940
5 F	\$ 120,024
6 F	\$ 121,101
7 F	\$ 122,184
8 F	\$ 123,241

Pay Table
F 1

Pay Level
1 F - 8F

Classification of Employee
Deputy Superintendent

**SCHEDULE OF PAYMENT OF PERSONNEL
EMPLOYED ON SPECIAL PROGRAMS AND PROJECTS
2015 – 2016**

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 at step 14A. School Food Service Staff Members are paid at step 9A for the Migrant Program.
4. SUBSTITUTE TEACHERS

High School - No College Degree	\$60 per day
College Degree	\$65 per day
Certified Teacher	\$70 per day
For Unfilled Teacher Position	\$75 per day
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
2015 - 2016**

CURRICULUM, INSTRUCTION, AND SUPERVISION	SLOTS	2015 - 2016
ATTENDANCE SUPERVISOR LEAD POSITION	1	\$ 1,123
TITLE 1 STUDENT SERVICES LEAD POSITION	1	\$ 1,123
CURRICULUM/INSTRUCTIONAL ASSOCIATE	17	\$ 1,684
LEAD COUNSELOR (One each for Elementary, Middle, High)	3	\$ 1,684
DEPARTMENT HEAD (Secondary): Allocated 1 to 300 ADM, Max. 5, Min. 2	26	\$ 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 <i>Model schools receive a minimum of 5 supplements, regardless of ADM</i>	127	\$ 785
ALTERNATIVE PROGRAM TEACHING SUPERVISOR/COORDINATOR		\$ 1,323
DISTANCE EDUCATION TEACHER		\$ 842
504 COORDINATOR (Applicable to all levels: Elementary, Middle, High including ACCTC and CIL) 0 to 5 cases 6 to 10 cases 11 to 15 cases 16 to 20 cases <i>Dependent upon the number of cases, a school may have more than one supplement. In no instance will an individual employee receive a 504 supplement in excess of \$1,500.</i>	9 5 15 26	\$ 375 \$ 750 \$ 1,125 \$ 1,500
SCHOOL LEVEL TECHNOLOGY COACH	38	\$ 500
EXTRA-CURRICULAR ACTIVITIES	SLOTS	2015 - 2016
STUDENT COUNCIL SPONSOR: Secondary Middle	7 11	\$ 910 \$ 561
ACADEMIC TEAM COACH: Secondary (Eight Contests [8] Minimum 6 + 1 + County Tournament) Middle (Nine Contests [9] Minimum)	7 11	\$ 898 \$ 561
MATHEMATICS TEAM COACH: Secondary (Six [6] Contests Minimum)	7	\$ 561
YEARBOOK SPONSOR (Hardcover with Layout): Secondary Middle	7 11	\$ 1,123 \$ 561
CLASS SPONSOR (SECONDARY): Junior/Senior Freshman/Sophomore	14 14	\$ 719 \$ 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 Middle School without Class Period Only	7 11	\$ 954 \$ 336

**SCHEDULE OF SUPPLEMENTS
FOR INSTRUCTION AND EXTRA-CURRICULAR ACTIVITIES
2015 - 2016**

EXTRA-CURRICULAR ACTIVITIES	SLOTS	2015 - 2016
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
2015 - 2016**

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 (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
2015 - 2016**

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.

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

**SCHEDULE OF SUPPLEMENTS PROCEDURES
2015 – 2016**

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 the Academic Officer'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.

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.

**STANDARD CONTRACT LENGTHS BY POSITION AND SCHOOL LEVEL
2015 – 2016**

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 181 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 181 days for each additional

HIGH

Assistant Principals	220 days for first 210 days for second 200 days for each additional
Registrars	240 days
Guidance Counselors	200 days for first 190 days for each additional
Media Specialists	195 days
Teachers	190 days
Secretaries/Clerks/Bookkeepers	<u>For ADM > 1,000:</u> 12 months for first 12 months for second 200 days for third 181 days for each additional <u>For ADM < 1,000:</u> 12 months for first 200 days for second 181 days for each additional

SALARY SCHEDULE:

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
Revised June 25, 2013
Revised June 24, 2014
Revised June 23, 2015

