

BOARD AGENDA ITEM

March 10, 2020

SUBJECT:

Changes to Policy GDB Support Staff Employment and Compensation, Final Reading

BACKGROUND INFORMATION:

Policy GDB establishes the basic structure for support staff employment and compensation.

ADMINISTRATIVE CONSIDERATION:

The policy states that "Service agreements will be issued no later than May 1 of each school year..." The proposed change clarifies the difference between certified employees issued an employment contract and classified employees issued letters of assurance to confirm continued employment and clarifies at-will employment status under South Carolina law.

RECOMMENDATION:

Approve changes to Policy GDB Support Staff Employment and Compensation on final reading

ATTACHMENTS:

Policy GDB Support Staff Employment and Compensation

PREPARED BY:

Jennifer Hart

SUPPORT STAFF ~~SERVICE AGREEMENTS~~ EMPLOYMENT AND COMPENSATION

Code **GDB** Issued **7/18/20**

Purpose: To establish the basic structure for support staff ~~service agreements~~ employment and compensation.

Service agreements Employment

~~Service agreements will be issued no later than May 1 of each school year indicating the number of workdays for the year. Employees must sign and return the service agreements within 10 days of issuance of such agreements. The district issues contracts only to those persons paid on the teacher salary schedule and/or who hold valid educator certificates. The district considers classified staff to be at-will employees under the provisions of South Carolina law and will provide a letter of assurance to confirm continued employment. New employees' service agreements are subject to a 90-day probationary period and evaluation (see policy DO).~~

~~The effective date for all salary changes is July 1.~~

Compensation

The board will set the salary of all support staff on the recommendation of the superintendent. The board will set compensation according to the responsibility of the position, the services rendered, the provisions of the district's operational budget and any applicable state and federal laws.

The effective date for all salary changes is July 1.

Adopted 2/28/78; Revised 11/27/01, 3/10/2020

Legal references:

- A. S. C. Code, 1976, as amended:
1. Section 59-67-470 - School bus drivers to be employed by the board of trustees.
 2. Section 59-67-480 - Salaries of school bus drivers to be fixed annually by General Assembly.