

BEAUFORT COUNTY SCHOOL DISTRICT
SALARY AND STIPEND SCHEDULES
2019 - 2020 SCHOOL YEAR



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Chief Administrative and Human Resources
Services Officer

Effective: July 1, 2019
(Revised: March 9, 2020)

BEAUFORT COUNTY SCHOOL DISTRICT
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2019-2020 School Year

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PAYROLL INFORMATION

Below are the published 26 pay periods for the 2019-2020 School Year.

August 16, 2019	February 14, 2020
August 30, 2019	February 28, 2020
September 13, 2019	March 13, 2020
September 27, 2019	March 27, 2020
October 11, 2019	April 10, 2020
October 25, 2019	April 24, 2020
November 8, 2019	May 8, 2020
November 22, 2019	May 22, 2020
December 6, 2019	June 5, 2020
December 20, 2019	June 19, 2020
January 3, 2020	July 3, 2020
January 17, 2020	July 17, 2020
January 31, 2020	July 31, 2020

Employees will receive Direct Deposit notifications via their district email account.

Teacher supply checks will be sent to the schools on August 12, 2019.

W-2s for Calendar Year 2019 will be sent to employees during January 2020.

It is the teacher's responsibility to notify the Human Resources Department of changes to their teaching certificate. The Human Resources Department will then make the required changes to the teacher's annual salary.

Locality Supplement - You must be in a "Full-Time" employment status in order to be eligible to receive this supplement. "Full-Time" is defined as working at least 30 hours per week. The first payment will be made on **December 6, 2019** and the second payment will be made on **May 22, 2020**.

If you are a late hire the scheduled locality payment will be pro-rated for the actual number of days worked.

If you leave the district prior to the scheduled payment(s), you **WILL NOT** be eligible to receive this supplement.

The following annual locality supplements have been approved:

Administrative Staff - \$1,500.00
Certified Staff - \$5,000.00
Classified Staff - \$1,500.00

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BEGINNING AND ENDING WORK DATES

180 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
		08/19/2019
Behavior Interventionist		
Bus Driver		
Bus Monitor		
Cafeteria Operator		
Educational Interpreter		
182 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
		08/15/2019
Food Service Manager		
182 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
		08/16/2019
Employees in this Group will attend Staff Development on 02/14/2020		
Job Coach (Grandfathered)		
Kindergarten Assistant		
Media Assistant		
Montessori Assistant		
Nurse - Assistant		
Pre-Kindergarten Assistant		
Special Education Assistant		
Special Education Assistant - AEA		
Teacher Assistant		
190 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
		08/12/2019
Administrative Assistant		
Administrative Associate		
Behavior Interventionist (Grandfathered)		
Behavior Management Specialist		
Bilingual Liaison		
Credit Recovery Teacher		
Guidance Counselor (Elementary Schools)		
Job Coach		
Kindergarten Assistant (Grandfathered)		
Media Assistant (Grandfathered)		
Nurse - LPN		
Nurse - RN		
Occupational Therapist		
Parent Liaison		
Physical Therapist		

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BEGINNING AND ENDING WORK DATES

Pre-Kindergarten Assistant (Grandfathered)		
Psychologist		
Social Workers		
Special Education Assistant - AEA (Grandfathered)		
Special Education Assistant (Grandfathered)		
Speech Therapist		
Teachers		
195 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/05/2019	06/05/2020
Educational Technology Coach		
Literacy Coach		
Media Specialist		
Numeracy Coach		
State Reading Coach		
200 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/05/2019	06/12/2020
205 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	07/29/2019	06/12/2020
Career Development Facilitator (ACE)		
Guidance Counselor (Middle School & High School)		
210 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	07/29/2019	06/19/2020
Assistant Principal (Elementary School & Middle School)		
Autism Program Manager		
Guidance - Chairs (High School)		
220 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	07/22/2019	06/26/2020
Employees in this Group will work summer hours - 4, 10 hour days for the week of 07/22/2019 - 07/26/2019		
Assistant Director of Alternative Programs		
Assistant Principal (High School)		
Athletic Directors (High School)		
Dean of Students (High School)		

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ADMINISTRATIVE STAFF SALARY LEVELS

POSITION TITLE	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Autism Program Manager	8	210	201	\$26.92	\$37.80
Coordinator of CATE	8	260	202	\$28.40	\$39.88
Coordinator of Energy Management	8	260			
Coordinator of Title 1	8	260			
Data Coordinator	8	260			
Data Support Coordinator	8	260			
System Support Specialist II	8	260			
Coordinator of English/Language Arts	8	240	203	\$29.96	\$42.07
Coordinator of I-Learning	8	240			
Coordinator of Math / STEM	8	240			
Coordinator of Parent Education	8	260			
Coordinator of School Nurses	8	240			
Coordinator of Social Studies	8	240			
Coordinator of Special Education	8	240			
Coordinator of World Languages	8	240			
Systems Engineer	8	260			
Systems Support Area Supervisor	8	260			
ADEPT Coordinator	8	260	204	\$31.61	\$44.38
Coordinator of Assessment	8	260			
Coordinator of Educational Technology	8	240			
Coordinator of Planning	8	260			
Coordinator Risk Management	8	260			
Procurement Coordinator	8	260			
Project Management of Technology	8	260			
Talent Acquisition Specialist	8	260			
NOT CURRENTLY USED	8	260	205	\$33.35	\$46.82
Assistant Principal - Elementary Schools	8	210	206	\$35.18	\$49.40

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POSITION TITLE	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Assistant Principal - Middle Schools	8	210	207	\$37.11	\$52.12
Athletic Director	8	220			
Dean of Students	8	220			
Director of Elementary Education	8	260			
Director of Secondary Education	8	260			
Director of Adult Education	8	260			
Director of Alternative Programs	8	260			
Director of CATE	8	260			
Director of Communications	8	260			
Director of Data Services	8	260			
Director of Educational Technology	8	260			
Director of Finance	8	260			
Director of Grants Management	8	260			
Director of Internal Controls	8	260			
Director of Network Operations	8	260			
Director of Personnel	8	260			
Director of Protective Services	8	260			
Director of Readiness	8	260			
Director of Student Services	8	260			
Director of Special Education	8	260			
Director of Transportation	8	260			
Project Management of Construction	8	260			
Assistant Principal - High Schools	8	220	208	\$39.16	\$54.98
Assistant Director of Alternative Programs	8	220			
Principal - Elementary Schools	8	260			
Principal - Middle Schools	8	260	209	\$41.31	\$58.01
Principal - High Schools	8	260	210	\$43.58	\$61.20
Human Resources Officer	8	260	211	\$45.98	\$64.56
Instructional Services Officer	8	260			
Financial Services Officer	8	260			
Technology Services Officer	8	260			

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ADMINISTRATIVE STAFF SALARY LEVELS

POSITION TITLE	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Chief Legal Officer	8	260	212	\$48.51	\$68.11
Chief Operations Officer	8	260			
Chief Administrative and Human Resources Services Officer	8	260	213	\$51.18	\$71.86
Chief Finance Officer	8	260			
Chief Instructional Services Officer	8	260			
Deputy Superintendent / Chief of Schools	8	260			
NOT CURRENTLY USED	8	260	214	\$53.99	\$75.81

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**ADMINISTRATIVE STAFF
 SALARY LEVELS, STEPS and HOURLY RATES**

STEP	LEVEL 201	LEVEL 202	LEVEL 203	LEVEL 204	LEVEL 205	LEVEL 206	LEVEL 207	LEVEL 208	LEVEL 209	LEVEL 210	LEVEL 211	LEVEL 212	LEVEL 213	LEVEL 214
0	26.92	28.40	29.96	31.61	33.35	35.18	37.11	39.16	41.31	43.58	45.98	48.51	51.18	53.99
1	27.37	28.88	30.46	32.14	33.91	35.77	37.74	39.82	42.01	44.32	46.75	49.32	52.04	54.90
2	27.82	29.35	30.97	32.67	34.47	36.36	38.36	40.47	42.70	45.05	47.53	50.14	52.90	55.81
3	28.28	29.83	31.47	33.20	35.03	36.96	38.99	41.13	43.40	45.78	48.30	50.96	53.76	56.72
4	28.73	30.31	31.98	33.74	35.59	37.55	39.61	41.79	44.09	46.52	49.08	51.78	54.62	57.63
5	29.18	30.79	32.48	34.27	36.15	38.14	40.24	42.45	44.79	47.25	49.85	52.59	55.48	58.54
6	29.64	31.27	32.99	34.80	36.71	38.73	40.86	43.11	45.48	47.99	50.62	53.41	56.35	59.45
7	30.09	31.75	33.49	35.33	37.28	39.33	41.49	43.77	46.18	48.72	51.40	54.23	57.21	60.35
8	30.54	32.22	34.00	35.87	37.84	39.92	42.12	44.43	46.88	49.45	52.17	55.04	58.07	61.26
9	31.00	32.70	34.50	36.40	38.40	40.51	42.74	45.09	47.57	50.19	52.95	55.86	58.93	62.17
10	31.45	33.18	35.01	36.93	38.96	41.10	43.37	45.75	48.27	50.92	53.72	56.68	59.79	63.08
11	31.90	33.66	35.51	37.46	39.52	41.70	43.99	46.41	48.96	51.66	54.50	57.49	60.66	63.99
12	32.36	34.14	36.01	38.00	40.09	42.29	44.62	47.07	49.66	52.39	55.27	58.31	61.52	64.90
13	32.81	34.61	36.52	38.53	40.65	42.88	45.24	47.73	50.35	53.12	56.05	59.13	62.38	65.81
14	33.26	35.09	37.02	39.06	41.21	43.47	45.87	48.39	51.05	53.86	56.82	59.94	63.24	66.72
15	33.72	35.57	37.53	39.59	41.77	44.07	46.49	49.05	51.74	54.59	57.59	60.76	64.10	67.63
16	34.17	36.05	38.03	40.12	42.33	44.66	47.12	49.71	52.44	55.33	58.37	61.58	64.97	68.54
17	34.62	36.53	38.54	40.66	42.89	45.25	47.74	50.37	53.14	56.06	59.14	62.40	65.83	69.45
18	35.08	37.01	39.04	41.19	43.45	45.84	48.37	51.03	53.83	56.79	59.92	63.21	66.69	70.36
19	35.53	37.48	39.55	41.72	44.02	46.44	48.99	51.69	54.53	57.53	60.69	64.03	67.55	71.27
20	35.98	37.96	40.05	42.25	44.58	47.03	49.62	52.34	55.22	58.26	61.47	64.85	68.41	72.18
21	36.44	38.44	40.56	42.79	45.14	47.62	50.24	53.00	55.92	59.00	62.24	65.66	69.27	73.08
22	36.89	38.92	41.06	43.32	45.70	48.21	50.87	53.66	56.62	59.73	63.01	66.48	70.14	73.99
23	37.34	39.40	41.56	43.85	46.26	48.81	51.49	54.32	57.31	60.46	63.79	67.30	71.00	74.90
24+	37.80	39.88	42.07	44.38	46.82	49.40	52.12	54.98	58.01	61.20	64.56	68.11	71.86	75.81

NOTE: A "Step" on the salary schedule **DOES NOT** equal years of experience.

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CERTIFIED STAFF SALARY CLASSIFICATIONS AND YEARS EXPERIENCE

YEARS EXP	BA	BA+18	MA	MA+30	PHD/EDD
0	36,928	38,588	42,282	45,975	49,668
1	36,928	38,588	42,282	45,975	49,668
2	37,741	39,589	43,389	47,084	51,145
3	38,774	40,620	44,498	48,192	52,623
4	39,771	41,618	45,606	49,297	54,099
5	40,805	42,652	46,715	50,408	55,576
6	41,803	43,650	47,822	51,514	57,054
7	42,838	44,683	48,929	52,623	58,530
8	43,833	45,680	50,036	53,731	60,008
9	44,869	46,715	51,145	54,839	61,485
10	45,864	47,711	52,252	55,947	62,961
11	46,898	48,745	53,360	57,054	64,438
12	47,896	49,742	54,469	58,161	65,915
13	48,929	50,776	55,576	59,269	67,394
14	49,926	51,773	56,684	60,376	68,870
15	50,961	52,808	57,793	61,485	70,347
16	51,957	53,804	58,901	62,593	71,826
17	52,990	54,839	60,008	63,700	73,302
18	53,990	55,836	61,116	64,808	74,780
19	54,950	56,798	62,151	65,877	76,187
20	55,920	57,768	63,211	66,966	77,625
21	56,916	58,764	64,294	68,073	79,084
22	57,484	59,351	64,932	68,752	79,876
23	58,061	59,946	65,584	69,439	80,677
24+	58,640	60,545	66,242	70,134	81,485

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**OCCUPATIOANL THERAPIST AND PHYSICAL THERAPIST
 SALARY SCHEDULE**

YEARS EXP	HOURLY RTE	DAILY RATE	ANNUAL SALARY
0	33.54	251.55	47,795
1	34.35	257.63	48,949
2	35.16	263.68	50,100
3	35.96	269.74	51,250
4	36.77	275.81	52,404
5	37.58	281.87	53,555
6	38.39	287.93	54,707
7	39.20	293.99	55,858
8	40.01	300.06	57,011
9	40.82	306.12	58,162
10	41.62	312.18	59,314
11	42.43	318.24	60,465
12	43.24	324.29	61,616
13	44.05	330.35	62,767
14	44.86	336.42	63,920
15	45.67	342.49	65,073
16	46.47	348.54	66,223
17	47.28	354.60	67,374
18	48.06	360.45	68,486
19	48.85	366.41	69,618
20	49.66	372.47	70,769
21	50.16	376.18	71,475
22	50.66	379.94	72,188
23	51.17	383.74	72,911
24+	51.67	387.55	73,634

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**REGISTERED NURSES AND SOCIAL WORKERS
 SALARY SCHEDULE**

YEARS EXP	HOURLY RATE	DAILY RATE	ANNUAL SALARY
0	25.33	202.61	38,495
1	25.71	205.64	39,072
2	26.09	208.73	39,659
3	26.48	211.86	40,253
4	26.88	215.04	40,857
5	27.28	218.26	41,470
6	27.69	221.54	42,092
7	28.11	224.86	42,723
8	28.53	228.23	43,364
9	28.96	231.66	44,015
10	29.39	235.13	44,675
11	29.83	238.66	45,345
12	30.28	242.24	46,025
13	30.73	245.87	46,716
14	31.20	249.56	47,416
15	31.66	253.30	48,128
16	32.14	257.10	48,850
17	32.62	260.96	49,582
18	33.11	264.87	50,326
19	33.61	268.85	51,081
20	34.11	272.88	51,847
21	34.62	276.97	52,625
22	35.14	281.13	53,414
23	35.67	285.34	54,215
24+	36.20	289.62	55,029

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CLASSIFIED STAFF SALARY LEVELS

POSITION TITLE	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Administrative Associate	8	190 or 260	101	\$10.94	\$18.16
School Bus Monitor	6	180			
Cafeteria Operator	6	180			
Custodian	8	260			
NOT CURRENTLY USED			102	\$11.54	\$19.16
District Receptionist	8	260	103	\$12.18	\$20.22
Food Service Manager	8	182			
Head Custodian	8	260			
Kindergarten Assistant	7.5	182			
Montessori Assistant	7.5	182			
Pre-Kindergarten Assistant	7.5	182			
Teacher Assistant	7.5	182			
Media Assistant	7.5	182	104	\$12.85	\$21.33
Parent Educator	8	260			
Special Education Assistant	7.5	182			
Special Education Assistant - AEA	7.5	182			
Carpenter	8	260	105	\$13.55	\$22.50
School Bus Driver	6	180			
Accounts Payable Assistant I	8	260	106	\$14.30	\$23.74
Administrative Assistant	8	190 or 260			
Bookkeeper I (ES)	8	260			
Courier	8	260			
Dispatcher	8	260			
Nurse Assistant	7.5	182			
Bookkeeper II (MS, HS, DO)	8	260			
Data Clerk	8	260			
Payroll Specialist I	8	260			

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POSITION TITLE	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Behavior Interventionist	7.5	180	108	\$15.91	\$26.42
Bilingual Liaison	8	190			
Medicaid Billing Specialist	8	260			
Office Manager I (ES)	8	260			
Parent Liaison	8	190			
Theater Technician	8	260			
Accounts Payable Assistant II	8	260	109	\$16.79	\$27.88
Administrative Support	8	260			
Career Development Facilitator (ACE)	8	205			
Executive Administrative Assistant	8	260			
Job Coach	8	190			
Office Manager II (MS, HS, DO, TRANS)	8	260			
Account Specialist	8	260	110	\$17.71	\$29.41
Area Supervisor of Transportation	8	260			
Benefits Specialist	8	260			
Bilingual Liaison Lead	8	260			
Compliance Management Specialist	8	260			
Data Technician	8	260			
Payroll Specialist II	8	260			
Personnel Specialist II	8	260			
Procurement Specialist	8	260			
Operations Specialist	8	260			
Specialist - IT Transportation	8	260			
Specialist - Technology	8	260			
Student Data Specialist	8	260			
Student Services Specialist	8	260			
Behavior Management Specialist	8	190	111	\$18.69	\$31.03
Coordinator of Community Services	8	260			
Coordinator of Media Production	8	260			
Executive Assistant to the Superintendent / Paralegal	8	260			
HR Manager	8	260			

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CLASSIFIED STAFF SALARY LEVELS

POSITION TITLE	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Social Media / Web Content Manager	8	260	111	\$18.69	\$31.03
HR Facilitator	8	260	112	\$19.71	\$32.73
Mechanic	8	260			
Nurse - LPN	8	190			
Payroll Manager	8	260			
Accountant	8	260	113	\$20.80	\$34.53
Accountant - Sodexo					
Accountant - Title 1	8	260			
Budget Analyst	8	260			
Educational Interpreter	7.5	180			
Service Desk Lead	8	260			
Systems Support Specialist I	8	260			
Telecommunications Specialist	8	260			
Speech Language Pathologist Assistant	7.5	190	114	\$21.94	\$36.43

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CLASSIFIED STAFF SALARY LEVELS, STEPS and HOURLY RATES

STEP	LEVEL 101	LEVEL 102	LEVEL 103	LEVEL 104	LEVEL 105	LEVEL 106	LEVEL 107	LEVEL 108	LEVEL 109	LEVEL 110	LEVEL 111	LEVEL 112	LEVEL 113	LEVEL 114
0	10.94	11.54	12.18	12.85	13.55	14.30	15.08	15.91	16.79	17.71	18.69	19.71	20.80	21.94
1	11.24	11.86	12.51	13.20	13.93	14.69	15.50	16.35	17.25	18.20	19.20	20.26	21.37	22.54
2	11.54	12.18	12.85	13.55	14.30	15.08	15.91	16.79	17.71	18.69	19.71	20.80	21.94	23.15
3	11.84	12.49	13.18	13.91	14.67	15.48	16.33	17.23	18.17	19.17	20.23	21.34	22.51	23.75
4	12.14	12.81	13.52	14.26	15.04	15.87	16.74	17.66	18.64	19.66	20.74	21.88	23.09	24.36
5	12.44	13.13	13.85	14.61	15.42	16.26	17.16	18.10	19.10	20.15	21.26	22.43	23.66	24.96
6	12.75	13.45	14.19	14.97	15.79	16.66	17.57	18.54	19.56	20.64	21.77	22.97	24.23	25.56
7	13.05	13.76	14.52	15.32	16.16	17.05	17.99	18.98	20.02	21.12	22.29	23.51	24.80	26.17
8	13.35	14.08	14.86	15.67	16.54	17.44	18.40	19.42	20.48	21.61	22.80	24.05	25.38	26.77
9	13.65	14.40	15.19	16.03	16.91	17.84	18.82	19.85	20.95	22.10	23.31	24.60	25.95	27.38
10	13.95	14.72	15.53	16.38	17.28	18.23	19.23	20.29	21.41	22.59	23.83	25.14	26.52	27.98
11	14.25	15.03	15.86	16.73	17.65	18.63	19.65	20.73	21.87	23.07	24.34	25.68	27.09	28.58
12	14.55	15.35	16.20	17.09	18.03	19.02	20.06	21.17	22.33	23.56	24.86	26.22	27.67	29.19
13	14.85	15.67	16.53	17.44	18.40	19.41	20.48	21.61	22.79	24.05	25.37	26.77	28.24	29.79
14	15.15	15.99	16.87	17.79	18.77	19.81	20.89	22.04	23.26	24.54	25.89	27.31	28.81	30.40
15	15.45	16.30	17.20	18.15	19.15	20.20	21.31	22.48	23.72	25.02	26.40	27.85	29.38	31.00
16	15.76	16.62	17.54	18.50	19.52	20.59	21.73	22.92	24.18	25.51	26.91	28.39	29.96	31.60
17	16.06	16.94	17.87	18.85	19.89	20.99	22.14	23.36	24.64	26.00	27.43	28.94	30.53	32.21
18	16.36	17.26	18.21	19.21	20.26	21.38	22.56	23.80	25.10	26.49	27.94	29.48	31.10	32.81
19	16.66	17.58	18.54	19.56	20.64	21.77	22.97	24.23	25.57	26.97	28.46	30.02	31.67	33.41
20	16.96	17.89	18.88	19.92	21.01	22.17	23.39	24.67	26.03	27.46	28.97	30.56	32.24	34.02
21	17.26	18.21	19.21	20.27	21.38	22.56	23.80	25.11	26.49	27.95	29.49	31.11	32.82	34.62
22	17.56	18.53	19.55	20.62	21.76	22.95	24.22	25.55	26.95	28.44	30.00	31.65	33.39	35.23
23	17.86	18.85	19.88	20.98	22.13	23.35	24.63	25.99	27.41	28.92	30.51	32.19	33.96	35.83
24+	18.16	19.16	20.22	21.33	22.50	23.74	25.05	26.42	27.88	29.41	31.03	32.73	34.53	36.43

NOTE: A "Step" on the salary schedule DOES NOT equal years of experience.

CERTIFIED STAFF PAY FOR EXTRA WORK

Certified Staff, Professional Development

- Certified Staff who participates in district and/or school-sponsored professional development on days outside the school calendar will be paid at the rate of **\$100 per day** OR rate established by Instructional Services or school Principal.
- Certified Staff who facilitate/deliver professional development at the request of a district administrator or principal will be paid per the **"written agreement"** established by the District's Purchasing Office and the Employee.

Certified Staff, Instructional Assistance

Certified Staff who provided **any instructional** duties beyond the scope of their normal work schedule at the request of the school or district will be paid at the rate of **\$27.32 per hour** for this work. This only applies to duties that provide direct instruction to students.

Certified Staff who serves as the **Coordinator** for programs beyond the scope of their normal work schedule at the request of the school or district will be paid at the rate of **\$32.78 per hour**. This only applies to coordinating programs that provide direct instruction to students.

Certified Staff, Building Support

Certified Staff who assist with support for building activities that do not require or use the educator's expertise (e.g., opening the building for outside users or activities on non-school calendar days) will be paid at the rate of **\$19.29 per hour**. These staff members are expected to remain with the group throughout the time that they use the facility to ensure safety and security for users and the building. They should concentrate on supporting the activity and not on other work while they are there and being paid.

Work performed that is part of the staff member's job will not be eligible for additional pay. All BCSD employees who do work outside the scope of their jobs and beyond their scheduled work days which is eligible for additional pay *will be paid through payroll*, not through accounts payable. The IRS identifies them as employees, so all of their pay must go through payroll.

BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2019-2020 School Year

CERTIFIED STAFF PAY FOR EXTRA WORK

Support for Activities that do not Require Certification

Certified staff who assists with support for activities that do not require certification and which are not related to support for building activities (e.g., taking or selling tickets at games) will be paid at the rate of **\$12.86 per hour**.

Professional Group Staff

Professional Group Staff who work beyond the scope of their normal work schedule at the request of the school or district will be paid at the rate of **\$19.29 per hour** for this work.

CLASSIFIED STAFF PAY FOR EXTRA WORK

Work performed that is part of the staff member's job will not be eligible for additional pay. All BCSD employees who perform work outside the scope of their primary job and beyond their scheduled work days, which is eligible for additional pay, *will be paid through payroll*, not through accounts payable. The IRS identifies them as employees and their pay must process through payroll.

In general, classified staff working in extended-day programs must receive overtime pay if they work more than 40 hours per week. (Paid holidays and other paid leave days do not, in general, count towards the 40 hours worked.) A "blended rate calculation" will be assigned for any overtime hours worked.

The standard hourly rate for classified staff working jobs outside of the 40 hour work week will receive an hourly rate of **\$12.86 per hour** plus overtime. A "blended rate calculation" will be assigned for any overtime hours worked. For extended day activities such as Before and After School, please see "Procedures for Timesheets and Extended-Day Activities" below.

Classified Staff who serves as the **Coordinator** for programs beyond the scope of their normal work schedule at the request of the school or district will be paid at the rate of **\$18.22 per hour**.

Tutor Hourly Rates - **\$12.86 per hour**, Associates Degree or at least 60 college credit hours, **\$19.29 per hour**, Holds a Bachelor's Degree or Higher.

Activity Bus Driver - **\$16.08 per hour**.

Educational Interpreters - Will be paid their daily rate to support school/district functions as approved by the Superintendent.

Professional Development

Classified Staff who participates in district and/or school-sponsored professional development on days outside the school calendar will be paid at the rate of **\$12.86 per hour** plus overtime, if applicable. A "blended rate calculation" will be assigned for any overtime hours worked.

Procedure for Timesheets and Extended-Day Activities

If performing similar duties in regular and extended day activities, classified staff in an extended-day program will be paid at their regular job hourly rate or **\$12.86 per hour**, whichever is the higher rate, for their extended-day time. For these staff members, two time sheets must be submitted together.

BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2019-2020 School Year

CLASSIFIED STAFF PAY FOR EXTRA WORK

- The timesheet for the pay period will show their regular school day hours worked and total hours worked (to be submitted on a **white** time sheet with no pay calculations).
- The other time sheet will show extended-day time (regular **green** time sheet). The green time sheet should be stapled on top of the white time sheet.

Bus Drivers will need to submit "Orange" timesheets to payroll if they drive for field trips or events that occur beyond their normal 6-hour day. Orange timesheets will be provided by your Area Supervisor. Any hours worked beyond 40 hours, combination of normal hours plus additional timesheet hours, will be paid at a rate of time and a half.

BEAUFORT COUNTY SCHOOL DISTRICT
 Salary and Stipend Schedules
 2019-2020 School Year

ACADEMIC SUPPLEMENTS

ELEMENTARY SCHOOLS

<u>Position</u>	<u>Stipend</u>
Chorus (Minimum 3 School Performances)	\$1,260
Committee Chair (Maximum of 5)	\$472
Gifted and Talented Coordinator	\$945
Grade Level Chairs (Maximum of 5)	\$630
Head Teacher	\$945
IB Coordinator	\$787
Intervention Convention	\$472
Literacy Magazine	\$630
Newspaper (Maximum 4 Issues)	\$250/Issue
Pre-School Club Coordinator	\$630
Science Fair Coordinator	\$474
RTI Coordinator	\$787
RTI Member	\$472
RTI Secretary	\$630
Testing Coordinator	\$3,149
Webmaster	\$625
Year Book	\$630

MIDDLE SCHOOLS

<u>Position</u>	<u>Stipend</u>
Band (Minimum 3 School Performances)	\$2,519
Chess	\$630
Chorus	\$1,260
Committee Chair (Maximum of 5)	\$630
Dance (Minimum 3 Performances)	\$945
Debate	\$630
Department Chair	\$630
Drama (Minimum 3 Performances)	\$1,260
Gifted and Talented Coordinator	\$945
Newspaper (Maximum 4 Issues)	\$250/Per Issue
Science Fair Coordinator	\$630
RTI Coordinator	\$1,260
Strings (Minimum 3 Performances)	\$1,260
Student Council	\$945
Team Leader	\$945
Webmaster	\$625
Yearbook	\$945

BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2019-2020 School Year

ACADEMIC SUPPLEMENTS

INTERMEDIATE SCHOOLS (PRE-K to 8th)

<u>Position</u>	<u>Stipend</u>
Band (Minimum 3 School Performances)	\$2,519
Chess	\$630
Chorus	\$1,260
Committee Chair (Maximum of 5)	\$630
Dance (Minimum 3 School Performances)	\$945
Debate	\$630
Department Chair / Grade Level Chair	\$630
Drama (Minimum 3 School Performances)	\$1,260
Gifted and Talented Coordinator	\$945
IB Coordinator	\$787
Intervention Convention	\$472
Literacy Magazine	\$630
Newspaper	\$250 per issue (max 4 issues)
Pre-School Club Coordinator	\$630
RTI Coordinator	\$1,260
Science Fair Coordinator	\$630
Strings (Minimum 3 Performances)	\$1,260
Student Council	\$945
Team Leader / Head Teacher	\$945
Testing Coordinator	\$3,149
Webmaster	\$625
Yearbook	\$945

BEAUFORT COUNTY SCHOOL DISTRICT
 Salary and Stipend Schedules
 2019-2020 School Year

ACADEMIC SUPPLEMENTS

HIGH SCHOOLS

<u>Position</u>		<u>Stipend</u>
Band (marching/Minimum 3 School Performances)		\$3,779-\$6,299
Chess		\$630
Chorus (Minimum 3 School Performances)		\$3,149
Committee Chair (Maximum of 5)		\$630
Class Sponsor	9th	\$474
	10th	\$630
	11th	\$1,260
	12th	\$1,260
Dance (Minimum of 3 School Performances)		\$1,575
Debate (5-10 events)		\$945
Department Chair/Small School Leader 3-5 teachers		\$945
	6-10 teachers	\$1,260
	11+ teachers	\$1,575
Drama (Minimum 3 School Productions)		\$3,779
Literary Magazine		\$630
National Honor Society		\$630
Newspaper		\$250/issue (maximum 6 issues)
RTI Coordinator		\$1,575
SADD/Red Ribbon		\$630
Science Fair Coordinator		\$630
Strings (Minimum of 3 School Performances)		\$1,575
Student Council		\$1,260
Theater Manager (Scheduling and Support School Performances)		\$500 - \$2,500
Webmaster		\$1,890
Yearbook		\$1,575

BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2019-2020 School Year

ACADEMIC SUPPLEMENT NOTES

The positions listed on pages 27-28 will be paid from a Stipend Allocation for the school year. Positions not currently listed must have prior approval of the Chief Administrative and Human Resources Services Officer before the stipend can be paid.

NOTE: The stipend budget allocation is not sufficient to cover all of these positions, so principals will need to choose the positions for their schools very carefully.

Non-Exempt Employees may not be paid supplements. Hours worked beyond 40 per week will be compensated either on time-and-a-half or blended overtime rate and will be paid on a timesheet.

Certified Staff supplements will be paid in two (2) installments: (1) payment in December and (1) payment in May.

Student Activity Funds and Booster Club Funds cannot be used to pay Academic Supplements.

BEAUFORT COUNTY SCHOOL DISTRICT
 Salary and Stipend Schedules
 2019-2020 School Year

ATHLETIC SUPPLEMENTS

HIGH SCHOOL ATHLETIC COACHING POSITIONS

and STIPEND AMOUNTS

ATHLETIC COACH POSITION	STIPEND AMOUNT
Admin Support / Eligibility Coordinator	\$ 2,244.80
Assistant Athletic Director	\$ 1,497.30
Study Hall Coordinator	\$ 1,122.40
Weightlifting / Conditioning	\$ 1,497.30
Baseball - Head Varsity	\$ 3,742.10
Baseball - Head JV	\$ 2,244.80
Baseball - Varsity Assistant	\$ 1,871.05
Baseball - JV Assistant	\$ 1,497.30
Basketball - Head Varsity	\$ 6,508.00
Basketball - Head JV	\$ 2,993.45
Basketball - Varsity Assistant	\$ 2,619.70
Basketball - JV Assistant	\$ 1,871.05
Cheerleading - Head Varsity Football	\$ 3,367.20
Cheerleading - Head Varsity Basketball	\$ 1,871.05
Cheerleading - Head JV Football	\$ 1,497.30
Cheerleading - Head JV Basketball	\$ 1,497.30
Cross Country - Head	\$ 1,871.05
Cross Country - Head Combined	\$ 2,619.70
Cross Country - Assistant	\$ 122.40
Football - Head Varsity	\$ 16,269.00
Football - Offensive Coordinators	\$ 6,735.55
Football - Defensive Coordinators	\$ 6,735.55
Football - Assistant	\$ 4,486.15
Football - Camera / Support	\$ 1,150.00
Football - Equipment Manager	\$ 2,300.00
Golf - Head	\$ 2,240.80
Golf - Assistant	\$ 575.00

BEAUFORT COUNTY SCHOOL DISTRICT
 Salary and Stipend Schedules
 2019-2020 School Year

**HIGH SCHOOL ATHLETIC COACHING POSITIONS
 and STIPEND AMOUNTS**

ATHLETIC COACH POSITION	STIPEND AMOUNT
Lacrosse - Head	\$ 3,742.10
Lacrosse - Assistant	\$ 1,497.30
Soccer - Head Varsity	\$ 3,742.10
Soccer - Head JV	\$ 2,244.80
Soccer - Varsity Assistant	\$ 1,871.05
Soccer - JV Assistant	\$ 1,497.30
Softball - Head Varsity	\$ 3,742.10
Softball - Head JV	\$ 2,244.80
Softball - Varsity Assistant	\$ 1,871.05
Softball - JV Assistant	\$ 1,497.30
Swimming - Head	\$ 1,122.40
Swimming - Head Combined	\$ 1,871.05
Swimming - Assistant	\$ 1,122.40
Tennis - Head	\$ 2,244.80
Tennis - Head JV	\$ 1,871.05
Tennis - Assistant	\$ 575.00
Track - Head	\$ 3,742.10
Track - Head Combined	\$ 4,864.50
Track - Assistant	\$ 1,871.05
Volley - Head Varsity	\$ 3,742.10
Volley - Head JV	\$ 1,871.05
Volleyball - Assistant	\$ 1,497.30
Wrestling - Head Varsity	\$ 3,742.10
Wrestling - Assistant	\$ 1,871.05

BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2019-2020 School Year

**MIDDLE SCHOOL ATHLETIC COACHING POSITIONS
and STIPEND AMOUNTS**

ATHLETIC COACH POSITION	STIPEND AMOUNT
Athletic Director	\$ 1,757.16
Assistant Athletic Director	\$ 703.08
Study Hall Coordinator	\$ 1,054.08
Baseball - Head	\$ 2,460.24
Baseball - Assistant	\$ 1,406.16
Basketball - Head	\$ 2,460.24
Basketball - Assistant	\$ 1,406.16
Cheerleading - Head	\$ 1,054.08
Cheerleading - Assistant	\$ 527.04
Football - Head	\$ 2,460.24
Football - Assistant	\$ 1,406.16
Soccer - Head	\$ 2,460.24
Soccer - Assistant	\$ 1,406.16
Softball - Head	\$ 2,460.24
Softball - Assistant	\$ 1,406.16
Track - Head	\$ 2,460.24
Track - Assistant	\$ 1,406.16
Volley - Head	\$ 2,460.24
Volleyball - Assistant	\$ 1,406.16
Wrestling - Head	\$ 1,757.16

BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2019-2020 School Year

ATHLETIC SUPPLEMENT NOTES

Athletic supplements are paid for work performed during the "approved" season dates as set forth by the South Carolina High School League schedules.

Supplements may not be used to add to individual's salaries for duties that are part of the current job responsibilities.

Athletic Directors at the high school level will not coach and will not be paid athletic supplements.

High School Head Football Coach and High School Head Basketball Coach positions will be paid the athletic supplement over 26 paychecks during the school year. Principals and Athletic Directors will identify the Head Football and Head Basketball coaches each year and notify Human Resources by memo, co-signed by the Principal and Athletic Director, by July 1.

The athletic positions are paid from a stipend allocation for the year. The stipend budget allocation is not sufficient to cover all positions listed. Principals will choose positions for athletic staff carefully. Positions filled within the school are to be paid this amount. Positions shall not be divided. Schools may use these funds for other positions with prior approval of the Chief Administrative and Human Resources Services Officer. No stipends will be paid for activities during the school day.

If the positions of *Admin Support/Eligibility Coordinator, Athletic Study Hall Coordinator, Athletic Directors (Middle Schools) and Assistant Athletic Directors* are filled by Classified employees, timesheets are required and they will be paid according to the established payroll schedule. Hours worked by Classified employees beyond 40 per week will be compensated at **\$12.86 plus applicable overtime.**

All Head Coaches "MUST" be a full-time Certified or Classified employee of Beaufort County School District. The Chief Administrative and Human Resources Officer may waive this requirement at the Principal's request.

High School Head Cross Country Coach position may be combined (boys & girls). If combined, a second assistant is allowed. If not combined, a maximum of four coaches is allowed for cross country.

BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2019-2020 School Year

ATHLETIC SUPPLEMENT NOTES

High School Head Track Coach position may be combined (boys & girls). If combined, a third assistant is allowed. If not combined, a maximum of six coaches is allowed for track.

Athletic stipends will be paid on the following schedule:

- Fall sports: September and October (4 installments)
- Winter sports: December and January (4 installments)
- Spring sports: March and April (4 installments)

NOTE: Due to inclement weather conditions that may cause the district to close, i.e., hurricane evacuations or snow days, the stipend payment schedules will be adjusted in order to allow our Payroll Department the time needed to generate the stipend payments.

Student Activity Funds and Booster Club Funds cannot be used to pay Athletic Supplements.

PLAY-OFF GAMES AND PLAY-OFF PRACTICES

High school play-off games and play-off practice days will be paid at a rate of **\$25 per day**. A memo to the Payroll Department and Human Resources must indicate the Coaches Name, Employee Number, School Name and Total Amount to be paid for each athletic staff member participating in play-off games and practices. The memo must be signed by the Principal and Athletic Director. **The Head Football Coach is not entitled to receive this supplement.**

Athletic Directors must submit a play-off schedule for each sport requesting payments. Payments will not be made until all required information is provided.

Cheerleading Coaches are not entitled to receive a stipend payment for playoff practices or games.