

SALARY GUIDE

Code **DKBB** Issued **8/05**

Purpose: To establish the basic structure for the regulations governing salaries for employees of Charleston County School District.

The superintendent shall use a salary schedule approved by the board of trustees. When applicable, local, state and federal allotments or any combination of these shall be included.—~~A TERI (Teacher and Employee Retention Incentive Program) program participant is retired for retirement benefits purposes only. A TERI program participant is considered to be an active employee, retaining all other rights and benefits of an active employee and is eligible for any salary increases that other employees receive.~~

Salary schedules shall be published by the human resource department in accordance with the adopted budget of the board.

Any employee whose position remains unchanged and whose salary is higher than that provided for his/her classification on any newly adopted salary schedule shall remain at the higher salary but shall not be entitled to an increase until such time as his/her classification warrants it on the salary schedule.

For special programs not included in the adopted budget, i.e., summer projects, adult education, community school activities, etc., the board approved hourly wage or a pro rata amount as needed, in accordance with job responsibilities and requirements, shall be used. These salary rates shall be recommended by the human resource department and approved by the superintendent.

A substitute employed for a classified employee shall be paid at a rate commensurate with the task to be performed as approved by the human resources department. This rate must not exceed the minimum rate for the position substituted.

Adopted 5/10/73; Revised 5/26/86, 12/11/00, 8/8/05