Salary Schedule

2025 – 2026

July 1, 2025

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Teacher Scales – 190 Day Contracts
Academic Year 2025-2026

	Edgefield County School District				
	2025-2026 Teacher Salary Schedule				
		7/1/2025			
	8A	7A	1A	2A	3A
	Dr	**Masters +30**	**Masters**	**Bachelors +18**	**Bachelors**
0	59,577	56,079	53,501	50,006	49,500
1	60,096	56,317	53,754	50,259	49,753
2	60,824	57,028	54,007	50,544	50,001
3	62,088	57,977	54,814	51,398	50,250
4	63,354	58,925	55,762	52,283	50,702
5	64,620	59,875	56,712	53,138	51,587
6	65,884	60,824	57,661	54,023	52,441
7	67,150	61,772	58,609	54,877	53,296
8	68,415	62,721	59,558	55,762	54,181
9	69,680	63,670	60,507	56,616	55,035
10	70,946	64,620	61,457	57,503	55,921
11	72,210	65,568	62,405	58,356	56,774
12	73,476	66,517	63,354	59,242	57,661
13	74,741	67,466	64,303	60,096	58,515
14	76,006	68,415	65,252	60,982	59,400
15	77,272	69,364	66,201	61,836	60,254
16	78,537	70,313	67,150	62,721	61,140
17	79,802	71,261	68,098	63,575	61,994
18	80,441	71,815	68,621	64,053	62,455
19	81,089	72,375	69,148	64,537	62,921
20	81,743	72,944	69,685	65,025	63,396
21	82,403	73,515	70,224	65,517	63,871
22	83,070	74,093	70,769	66,015	64,353
23	83,756	74,686	71,325	66,517	64,845
24	84,442	75,278	71,881	67,020	65,348
25	84,958	75,785	72,388	67,521	65,850
26	85,473	76,291	72,895	68,023	66,352
27	85,970	76,798	73,401	68,526	66,854
28	86,445	77,305	73,908	69,027	67,355
29	87,145	78,005	74,608	69,727	68,055

Note: Teachers who are awaiting their South Carolina teacher certificate (including new graduates, hires with teacher certificates from other States, and those that have obtained a Letter of Eligibility through an alternate certification program such as PACE) will be classified as "pending South Carolina certification" and will be paid at the Bachelors with zero years of experience. Once the South Carolina teacher certificate is received, the teacher's salary will be adjusted to appropriate level based on the above salary schedule and retroactive to the effective date of the certificate.

Teacher Scales – Daily Rate
Academic Year 2025 - 2026

	Edgefield County School District				
	2025-2026 Teacher Salary Schedule				
		7/1/2025			
	8A	7A	1A	2A	3A
	Dr	Masters +30	Masters	Bachelors +18	Bachelors
0	$ 313.56	$ 295.15	$ 281.58	$ 263.19	$ 260.53
1	$ 316.29	$ 296.41	$ 282.92	$ 264.52	$ 261.86
2	$ 320.13	$ 300.15	$ 284.25	$ 266.02	$ 263.16
3	$ 326.78	$ 305.14	$ 288.49	$ 270.52	$ 264.47
4	$ 333.44	$ 310.13	$ 293.48	$ 275.17	$ 266.85
5	$ 340.11	$ 315.13	$ 298.48	$ 279.67	$ 271.51
6	$ 346.76	$ 320.13	$ 303.48	$ 284.33	$ 276.01
7	$ 353.42	$ 325.12	$ 308.47	$ 288.83	$ 280.51
8	$ 360.08	$ 330.11	$ 313.46	$ 293.48	$ 285.16
9	$ 366.74	$ 335.11	$ 318.46	$ 297.98	$ 289.66
10	$ 373.40	$ 340.11	$ 323.46	$ 302.65	$ 294.32
11	$ 380.05	$ 345.09	$ 328.45	$ 307.14	$ 298.81
12	$ 386.72	$ 350.09	$ 333.44	$ 311.80	$ 303.48
13	$ 393.37	$ 355.08	$ 338.44	$ 316.29	$ 307.97
14	$ 400.03	$ 360.08	$ 343.43	$ 320.96	$ 312.63
15	$ 406.69	$ 365.07	$ 348.43	$ 325.45	$ 317.13
16	$ 413.35	$ 370.07	$ 353.42	$ 330.11	$ 321.79
17	$ 420.01	$ 375.06	$ 358.41	$ 334.61	$ 326.28
18	$ 423.37	$ 377.97	$ 361.16	$ 337.12	$ 328.71
19	$ 426.78	$ 380.92	$ 363.94	$ 339.67	$ 331.16
20	$ 430.23	$ 383.92	$ 366.76	$ 342.24	$ 333.66
21	$ 433.70	$ 386.92	$ 369.60	$ 344.83	$ 336.16
22	$ 437.21	$ 389.96	$ 372.47	$ 347.45	$ 338.70
23	$ 440.82	$ 393.08	$ 375.39	$ 350.09	$ 341.29
24	$ 444.43	$ 396.20	$ 378.32	$ 352.74	$ 343.94
25	$ 447.15	$ 398.87	$ 380.99	$ 355.37	$ 346.58
26	$ 449.86	$ 401.53	$ 383.66	$ 358.02	$ 349.22
27	$ 452.47	$ 404.20	$ 386.32	$ 360.66	$ 351.86
28	$ 454.97	$ 406.87	$ 388.99	$ 363.30	$ 354.50
29	$ 458.66	$ 410.55	$ 392.67	$ 366.98	$ 358.18

NJROTC Instructor Scale 2025 – 2026

2025- 2026

NJROTC Instructor Scales

	E - 6/7	E-8	E-9	W-4	0-3	0-4	0-5	0-6
0	$ 48,399	$ 50,899	$ 57,143	$ 59,845	$ 60,020	$ 68,503	$ 77,314	$ 84,953
1	$ 49,997	$ 52,497	$ 58,113	$ 60,871	$ 61,050	$ 69,704	$ 78,690	$ 85,793
2	$ 51,659	$ 54,159	$ 59,108	$ 61,918	$ 62,102	$ 70,926	$ 80,092	$ 86,643
3	$ 53,382	$ 55,882	$ 60,119	$ 62,987	$ 63,174	$ 72,176	$ 81,526	$ 87,425
4	$ 55,180	$ 57,680	$ 61,150	$ 64,076	$ 64,269	$ 73,450	$ 82,624	$ 88,294
5	$ 57,045	$ 59,545	$ 62,203	$ 65,187	$ 65,383	$ 74,747	$ 83,732	$ 89,171
6	$ 58,502	$ 61,002	$ 63,278	$ 66,320	$ 66,522	$ 76,072	$ 84,863	$ 90,057
7	$ 60,001	$ 62,501	$ 64,372	$ 67,478	$ 67,680	$ 77,423	$ 86,007	$ 90,874
8	$ 61,547	$ 64,047	$ 65,491	$ 68,658	$ 68,865	$ 78,460	$ 87,169	$ 91,780
9	$ 62,609	$ 65,109	$ 66,627	$ 69,860	$ 70,071	$ 79,507	$ 88,351	$ 92,696
10	$ 63,688	$ 66,188	$ 67,792	$ 71,087	$ 71,304	$ 80,575	$ 89,229	$ 93,539
11	$ 64,795	$ 67,295	$ 68,978	$ 72,341	$ 72,562	$ 81,653	$ 90,116	$ 94,389
12	$ 65,920	$ 68,420	$ 70,186	$ 73,616	$ 73,840	$ 82,753	$ 91,013	$ 95,332
13	$ 67,068	$ 69,568	$ 71,421	$ 74,918	$ 75,150	$ 83,863	$ 91,921	$ 96,289
14	$ 68,239	$ 70,739	$ 72,676	$ 76,244	$ 76,481	$ 84,995	$ 92,840	$ 97,251
15	$ 69,436	$ 71,936	$ 73,963	$ 77,599	$ 77,840	$ 86,141	$ 93,768	$ 98,140
16	$ 70,653	$ 73,153	$ 75,271	$ 78,983	$ 79,228	$ 87,308	$ 94,706	$ 99,126
17	$ 71,897	$ 74,397	$ 76,608	$ 80,392	$ 80,642	$ 88,488	$ 95,654	$100,123
18	$ 73,164	$ 75,664	$ 77,970	$ 81,830	$ 82,082	$ 89,689	$ 96,616	$101,040
19	$ 74,456	$ 76,956	$ 79,359	$ 83,297	$ 83,555	$ 90,908	$ 97,584	$101,966
20	$ 75,776	$ 78,276	$ 80,776	$ 84,791	$ 85,054	$ 92,144	$ 98,564	$102,995
21	$ 76,448	$ 78,948	$ 81,498	$ 85,554	$ 85,819	$ 92,981	$ 99,465	$103,939
22	$ 77,815	$ 80,315	$ 82,965	$ 87,103	$ 87,373	$ 94,679	$ 101,294	$105,857
23	$ 78,508	$ 81,008	$ 83,710	$ 87,889	$ 88,161	$ 95,542	$ 102,222	$106,831
24	$ 79,201	$ 81,701	$ 84,455	$ 88,675	$ 89,949	$ 96,405	$ 103,150	$107,805
25	$ 80,418	$ 82,898	$ 85,763	$ 90,030	$ 91,337	$ 97,551	$ 104,088	$108,791

New employees will be given credit for prior years' teaching experience in a NJROTC program or placed at the step in the applicable grade closest to the minimum salary established by the Department of the Navy, whichever is higher. No employee will earn less than his/her minimum instructor salary amount.

General Information – Salary and Hourly Scales

No administrator is authorized to negotiate salary with any employee. The salaries of new employees will be based upon the guidelines of the salary schedule and within advertised salary ranges.

Pay level advances are not automatic. Pay level increases will become effective July 1 each year, if approved by the School Board. New employees who work fewer than 152 days in the academic year will not receive a step increase on July 1, except for cost of living adjustments. They will not be eligible for a step until the following July. Employees who are classified as active but had not worked 152 days, unless as result of a workers compensation matter, will not qualify for a step.

Step level pay for employees on the teacher scale will be based on degree and years of experience per the teacher certificate. If a teacher receives an advanced degree, it is their responsibility to notify Human Resources or Payroll once the degree is added to their certificate.

All certified scales are tied to the teacher salary schedule and will change proportionately as the teacher scale changes.

The School Board has delegated authority to the District Superintendent to provide up to two steps without additional School Board approval in order to be competitive, or when an applicant's training, experience or other qualifications are substantially above those required for entry level into the position.

Pay Procedures

Anyone hired, promoted, or returning from leave without pay will have his/her remaining regular pay spread equally over remaining paychecks for the year, in normal circumstances. Adjustments may be made, if warranted, due to delayed paperwork.

Pay Dates

Employees are paid on the 25th of each month with the exception of the months of November and December in order to accommodate the holiday work schedule. When the 25th falls on a holiday, weekend or other non-work day, the pay day will be the last preceding District work day.

Year 2025-2026 pay dates are as follow:

-Friday, July 25, 2025

-Monday, August 25, 2025

-Thursday, September 25, 2025

-Friday, October 24, 2025

-Tuesday, November 25, 2025

-Friday, December 19, 2025

-Friday, January 23, 2026

-Wednesday, February 25, 2026

-Wednesday, March 25, 2026

-Friday, April 24, 2026

-Friday, May 22, 2026

-Thursday, June 25, 2026

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. Records indicating amount of compensatory time earned and used will be maintained at each work location.

- Comp time may be accrued up to a max of 48 hours (32 overtime hours).
- Comp time must be used before sick, personal or vacation leave.
- All compensatory time must be used by year end. If compensatory time is not used by year end it will be converted to personal days.
- Accrued comp time should never be negative. (An employee cannot use more comp time than they have earned and "owe" the District).

3) Should it become impossible to grant time off for overtime worked, the following procedures will be used:

a) Supervisors will submit overtime hours to payroll indicating 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. Timesheets evidencing hours worked should be included.

b) Bus drivers/aides, etc. overtime will be calculated by the Payroll Department using previously established procedures.

4) Any hours worked beyond normal contract hours must be approved as described in School Board Policy GDBC and its administrative rule. Unauthorized overtime will not be tolerated.

5) All employees except those indicated below are considered non-exempt employees.

Exempt Employees

The following groups of employees are exempt from Fair Labor Standards Act minimum wage and overtime provisions:

- Personnel paid from the teacher salary scales.
- Personnel paid from the administrative salary scale.

School Bus Drivers' Pay Procedures

The Fair Labor Standards Act covers adult bus drivers. Transportation Supervisors must maintain time and attendance records to ensure compliance with the Act.

Daily set hours of work shall be established for each school bus driver. This includes actual driving time plus time for pre-trip inspection, student discipline conferences, mechanical failures, and various waiting time necessitated for bus fueling or servicing. It is estimated that non-driving bus duties will average 30 minutes a.m. and 30 minutes p.m. In addition to this time, the State Department of Education will reimburse for ten (10) hours of in-service time per year. Bus drivers will remain clocked in for all work duties in order to provide an accurate record for work 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.

Fringe benefits will be available to those drivers who have set minimum work hours of at least 30 hours per week. These benefits include health, vision and dental insurance. Also, all drivers who work 30 hours per week are eligible for participation in the State Retirement System if he or she elects to do so.

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 30 hours per week are eligible for sick leave as described in Policy GCC/GDC, Support Staff Leaves and Absences. 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.

School Bus Driver Pay Schedule 2025-2026

	7/1/2025
Step	FY25-26
1	16.84
2	17.02
3	17.16
4	17.35
5	17.57
6	17.79
7	18.05
8	18.29
9	18.55
10	18.83
11	19.06
12	19.31
13	19.62
14	19.88
15	20.13
16	20.41
17	20.72
18	21.02
19	21.31
20	21.61
21	21.94

25-26 Field Trip Rate $18.94

Classified Pay Schedule 2025-2026

The School District of Edgefield County

CLASSIFIED PAY SCHEDULE

Fiscal Year 2025-2026

Effective 7/1/25

	Pay Grade																								
CATEGORY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
2AB	14.37	14.62	14.90	15.24	15.52	15.83	16.17	16.48	16.82	17.15	17.49	17.86	18.19	18.56	18.95	19.32	19.71	20.11	20.51	20.92	21.34	21.81	22.31	22.81	23.30
3ABC	14.91	15.19	15.49	15.82	16.12	16.43	16.78	17.09	17.45	17.80	18.14	18.52	18.88	19.27	19.65	20.06	20.45	20.84	21.23	21.63	22.04	22.63	23.14	23.67	24.17
4ABCDE	15.42	15.71	16.01	16.33	16.65	17.01	17.36	17.69	18.06	18.41	18.78	19.17	19.51	19.94	20.32	20.76	21.13	21.58	22.05	22.52	23.01	23.41	23.94	24.48	25.00
5ABC	16.67	17.00	17.34	17.67	18.05	18.39	18.77	19.15	19.54	19.92	20.32	20.70	21.14	21.55	21.99	22.55	22.89	23.34	23.81	24.28	24.76	25.31	25.88	26.46	27.03
6AB	23.92	24.40	24.90	25.38	25.91	26.41	26.93	27.48	28.03	28.61	29.16	29.76	30.35	30.95	31.57	32.22	32.82	33.50	34.19	34.90	35.62	36.31	37.13	37.97	38.78
7ABC	17.81	18.17	18.52	18.90	19.27	19.66	20.04	20.46	20.86	21.28	21.69	22.14	22.57	23.05	23.49	23.97	24.45	24.92	25.39	25.87	26.37	27.04	27.65	28.27	28.88
8AB	18.56	18.89	19.28	19.69	20.10	20.49	20.90	21.29	21.73	22.16	22.61	23.03	23.53	24.00	24.48	24.96	25.45	25.96	26.49	27.03	27.58	28.17	28.81	29.47	30.09
9A	19.27	19.66	20.04	20.45	20.85	21.27	21.68	22.14	22.57	23.03	23.47	23.95	24.43	24.90	25.40	25.94	26.44	26.96	27.49	28.03	28.59	29.25	29.91	30.59	31.24
9B	21.56	21.99	22.42	22.88	23.33	23.80	24.26	24.77	25.25	25.76	26.26	26.80	27.34	27.86	28.42	29.02	29.58	30.16	30.76	31.36	31.98	32.73	33.47	34.23	34.96
10DEF	19.31	19.70	20.08	20.49	20.89	21.32	21.72	22.19	22.61	23.08	23.52	24.00	24.49	24.95	25.45	25.99	26.49	27.01	27.55	28.09	28.64	29.31	29.97	30.66	31.31
11A	20.93	21.35	21.76	22.20	22.64	23.10	23.57	24.03	24.52	25.02	25.51	26.02	26.55	27.06	27.61	28.17	28.71	29.30	29.92	30.54	31.18	31.77	32.49	33.23	33.93
	FY 18-19 1% increase			*FY 19-20 2% increase*			*FY 22-23 2% increase*			*FY 23-24 9% increase & 3 steps added*					*FY 24-25 9% increase*				*FY 25-26 9% increase & 1 step added*						

		BASE
2AB	CUSTODIAN WORKER-CAFETERIA WORKER	$14.37
3ABC	MAINTENANCE 1-ASST. CAFETERIA MRG	$14.91
4ABCDE	PARAPROFESSIONAL-TEACHER APPRENTICE-SHADOW-LIBRARY AIDE-BUS AIDE	$15.42
5ABC	SECRETARY I - ATTENDANCE CLERK	$16.67
6AB	SYSTEM TECHNICIAN-ACCT PAYABLE SPEC-BENEFITS SPEC-PAYROLL SPEC-HR SPEC	$23.92
7ABC	HEAD CUSTODIAN-CAFETERIA MANAGER-GROUND MAINTENANCE	$17.81
8AB	SECRETARY II-BOOKKEEPER	$18.56
9A	MAINTENANCE II - GROUNDS CUSTODIAN	$19.27
9B	MAINTENANCE III	$21.56
10DEF	ACCOUNTING CLERK-PROJECT SPEC-ADMINISTRATIVE ASST-REG.BEHAVIOR TECH	$19.31
11A	EXECUTIVE SECRETARY	$20.93

Substitute Teacher Pay Schedule

Daily Rate

Certification	FY 2025-2026
Nurses (RN)	$200.00
Certified	$ 90.00
No Certification	$ 80.00
Non-Certified teacher in approved long-term substitute position, meeting established criteria	$ 109.00
Certified teacher in approved long-term substitute position, meeting established criteria	Daily Rate per Certificate

Service Credit
(For Employees Not Paid From Teacher Scale)

Certified administrators are placed on their appropriate salary schedule based on prior work experience as follows:

Each year in a position that is equal to or higher than the current position will be considered the "same / similar" and equal to one step. (To be considered "same / similar," the District will consider job description, number of direct reports, number of students and/or adults supervised, size of budget responsible for, and previous job salary.)

Each year in a position that is not equal to or higher than the current position but are considered preparatory for the current position will be consider "similar / comparable." Each year will equal .5 step. (To be considered "similar / comparable," the District will consider job description, number of direct reports, number of students and/or adults supervised, size of budget responsible for, and previous job salary.)

Years' experience in positions that are not equal to or higher than the current position and are not deemed preparatory for the current positon will not be considered for service credit.

Teachers are placed on the Teacher Salary Schedule based on their degree and years of experience according to their current license with the State Department of Education.

Classified employees are placed on their appropriate salary schedule based on prior work experience as follows:

Each year in a position that is equal to or higher than the current position will be considered the "same" and equal to one step.

Each year in a position that is not equal to or higher than the current position but are considered preparatory for the current position will be consider "similar." Each year will equal .5 step.

Years' experience in positions that are not equal to or higher than the current position and are not deemed preparatory for the current positon will not be considered for service credit.

Other Compensation

1. Adult Education

Adult Education instructors are paid $30 per hour of instruction.

2. Alternative Program

Part-time certified teachers not employed under regular contract are paid their hourly rate based on the teaching license.

3. Certified Tutors

Certified tutors are paid $30 per hour.

4. Homebound Instruction

Teachers of homebound students are paid $40 per hour.

5. Summer School/ Intercession Camps/Saturday School

- Teachers - $35 per hour
- Site Leads - $40 per hour
- Cafeteria Managers - $22 per hour
- Classified Employees - $20 per hour

6. Tutors (certified)

Teachers are paid $35 per hour.

Note: *Any justifiable exceptions require approval by District Leadership and, if necessary, the School Board.*

School Resource Officers (SRO) – SRO salaries are set by the local law enforcement agencies.

Standard Contract Lengths by Position
School Year 2025-2026

Elementary Schools

Assistant Principal	220 days
Guidance Counselor	200 days
Media Specialist	190 days
Paraprofessional	182 days
Bookkeeper	240 days
Secretary	210 days
Student Information Clerk	210 days
Instructional Coach	200 days

Middle Schools

Assistant Principal	220 days
Guidance Counselor	200 days
Media Specialist	190 days
Paraprofessional	182 days
Bookkeeper	240 days
Secretary/Student Inform. Clerk	210 days
Instructional Coach	200 days

High Schools

Assistant Principals	220 days
Director of Guidance	240 days
Guidance Counselors	210 days
Media Specialist	190 days
Paraprofessional / Media Aide	182 days
Bookkeeper	240 days/8 hours
Attendance Clerk	240 days/8 hours
Secretary	210 days/8 hours
Discipline Secretary	210 days
Registrar	210 days
Instructional Coach	200 days


EDGEFIELD COUNTY
SCHOOL DISTRICT