BEAUFORT COUNTY SCHOOL DISTRICT
SALARY AND STIPEND SCHEDULES
2025 - 2026 SCHOOL YEAR

BEAUFORT COUNTY SCHOOL DISTRICT

Alice Walton
Chief Administrative and Human Resources Services Officer

Effective: July 1, 2025

TABLE OF CONTENTS

PAYROLL INFORMATION 4-5

BEGINNING and ENDING WORK DATES 6

CALENDARS 7-9

ADMINISTRATIVE STAFF SALARY INFORMATION 10
Administrative Staff Salary Levels with Minimum and Maximum Hourly Rate 10-13
Administrative Staff Salary Levels with Steps and Hourly Rates 14

CERTIFIED STAFF SALARY CLASSES and YEARS OF EXPERIENCE STEPS 15

OCCUPATIONAL THERAPIST and PHYSICAL THERAPIST SALARY SCHEDULE 16

REGISTERED NURSES and SOCIAL WORKERS SALARY SCHEDULE 17

CLASSIFIED STAFF SALARY INFORMATION 18
Classified Staff Salary Levels with Minimum and Maximum Hourly Rate 18-20
Classified Staff Salary Levels with Steps and Hourly Rates 21

SCHOOL BUS DRIVER'S SALARY SCHEDULE 22

CERTIFIED STAFF PAY FOR EXTRA WORK 23
Certified Staff Professional Development 23
Certified Staff Instructional Assistance 23
Certified Staff Building Support 23
Support Activities That Do Not Require Certification 23

PROFESSIONAL GROUP STAFF EXTRA WORK 24

CLASSIFIED STAFF PAY FOR EXTRA WORK 25
Procedures for Timesheet and Extended Day Activities 25-26

ACADEMIC SUPPLEMENTS 27
Elementary Schools 27
Pre-K-8/Middle Schools 27
High Schools 28

TABLE OF CONTENTS

Special Schools 28
Fine and Performing Arts 28
Academic Supplement Notes 29

ATHLETIC SUPPLEMENTS 30
High School Athletic Stipend Amounts 30
Middle School Athletic Stipend Amounts 30
Athletic Supplement Notes 31-33
Play-Off Games and Play-Off Practices 33
Athletic Coaches Assignment Restrictions 33

PAYROLL INFORMATION

Below are the published **26 pay periods** for the 2025-2026 School Year.

August 8, 2025	February 6, 2026
August 22, 2025	February 20, 2026
September 5, 2025	March 6, 2026
September 19, 2025	March 20, 2026
October 3, 2025	April 3, 2026
October 17, 2025	April 17, 2026
October 31, 2025	May 1, 2026
November 14, 2025	May 15, 2026
November 28, 2025	May 29, 2026
December 12, 2025	June 12, 2026
December 26, 2025	June 26, 2026
January 9, 2026	July 10, 2026
January 23, 2026	July 24, 2026

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

Teacher supply checks in the amount of **$400.00** will be sent to the schools on July 30, 2025. **Teachers hired after November 30th are NOT entitled to receive this check.**

W-2s for Calendar Year 2025 will be sent to employees during January 2026.

Teaching Certificates - 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.

Retro pay for certificate changes, certificates issued prior to November 1st and certificates issued after November 1st, will be applied based on the **effective date** of the teaching certificate, which is determined by the State Department of Education.

Locality Supplement – All budgeted FTE positions are entitled to receive the locality payment at the FTE rate of the position. The annual locality supplement will be paid out in two equal payments. The first payment of $750.00 will be made on the **"FIRST"** pay period in December and the second payment of $750.00 will be made on the **"LAST"** pay period in May.

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

PAYROLL INFORMATION

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

The following annual locality supplements have been approved:

Employee Group	Locality Supplement
Administrative Staff	$1,500.00
Certified Staff	$1,500.00
Professional Staff	$1,500.00
Classified Staff	$1,500.00
JROTC Staff	$1,500.00

Payment for Lapsed Vacation Days and/or Sick Days – Beaufort County School District (BCSD) staff who lost Vacation Days and/or Sick Days during the school year (July 1st through June 30th), will be reimbursed for those lapsed days at the rate of one-half the employee's daily rate of pay. Final accruals for the school year will be processed at the end of June and payment for the lapsed days will occur sometime in July.

BEGINNING AND ENDING WORK DATES

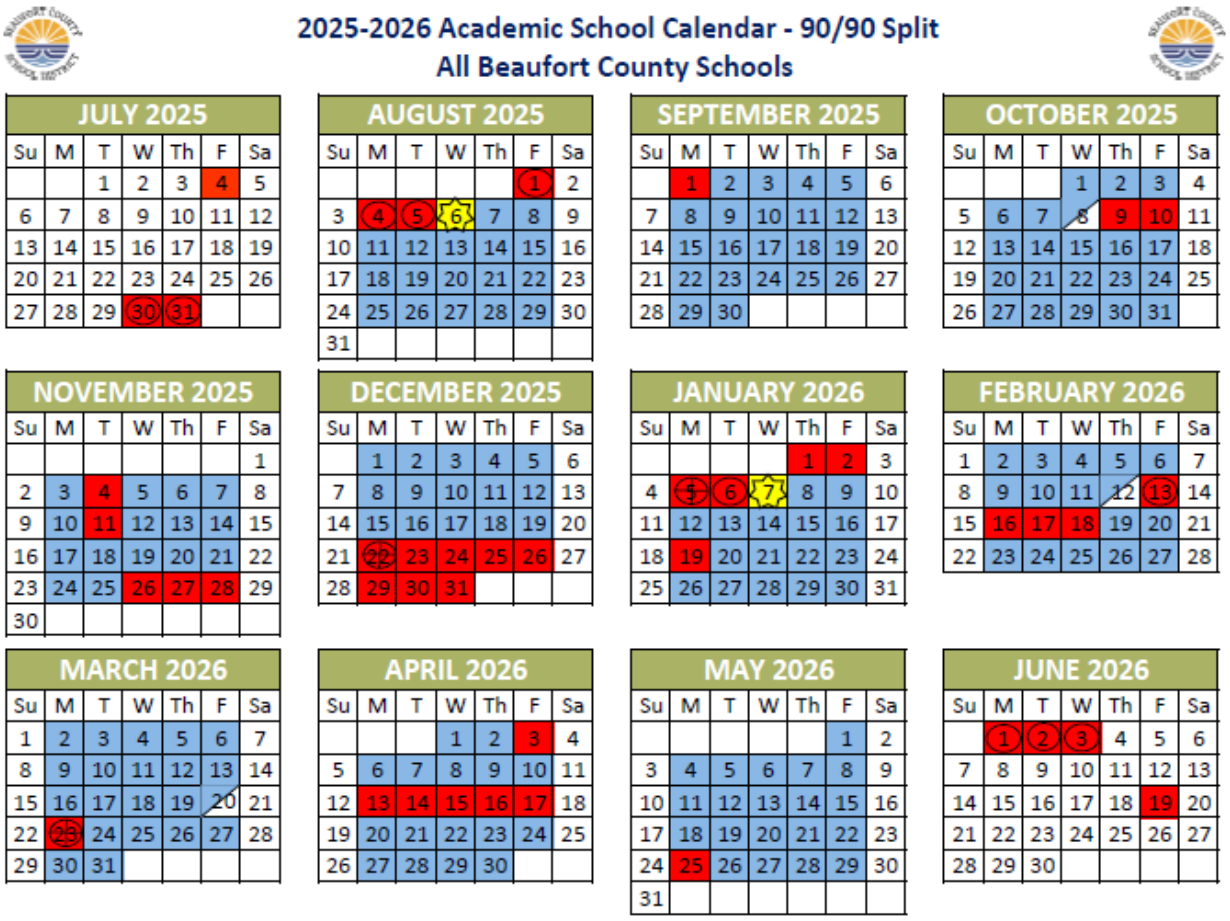
180 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/06/2025	05/29/2026
182 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/05/2025	05/29/2026
Employees in this Group will attend Staff Development on 02/13/2026		
190 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	07/30/2025	06/03/2026
195 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	07/23/2025	06/03/2026
200 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	07/23/2025	06/10/2026
205 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	07/16/2025	06/10/2026
210 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	07/16/2025	06/17/2026
220 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	07/09/2025	06/25/2026
240 DAYS OF EMPLOYMENT	SEE 240 DAY CALENDAR ON PAGE #8.	
260 DAYS OF EMPLOYMENT	SEE 260 DAY CALENDAR ON PAGE #9.	

NOTES:

1. Half-Days indicated on the Academic Calendar are for "Students" only. All employees are expected to work their normal Full-Day schedule.

2. The Academic Calendar identifies the scheduled "Professional Development" days that staff are required to attend.

2025-2026 Academic School Calendar - 90/90 Split
All Beaufort County Schools



Modified Year-Round Calendar

Semesters/Quarters
1st semester August 6-December 19
1st quarter August 6-October 8
2nd semester January 7-May 29
2nd quarter October 13-December 19
3rd quarter January 7-March 17
4th quarter March 18-May 29

Progress Reports
Quarter 1 September 5
Quarter 2 November 14
Quarter 3 February 12
Quarter 4 April 24

Report Card Distribution
Quarter 1 October 17
Quarter 2 January 9
Quarter 3 March 27
Quarter 4 June 5

Accountability Days
October 8 - 45th day
March 17 - 135th day

Holidays/Vacation
July 4 Independence Day
September 1 Labor Day
October 9-10 No School
November 4 Election Day
November 11 Veterans Day
November 26-28 Thanksgiving Break
December 22-January 6 Winter Break
January 19 Martin Luther King Jr. Day
February 16 Presidents' Day
February 17-18 No School
April 3 - Good Friday
April 13-17 Spring Break
May 25 Memorial Day
June 19 Juneteenth

Weather make-up days (if needed)
(Or No School)
December 22
January 5
March 23

Early Dismissal for Students
October 8
February 12
March 20

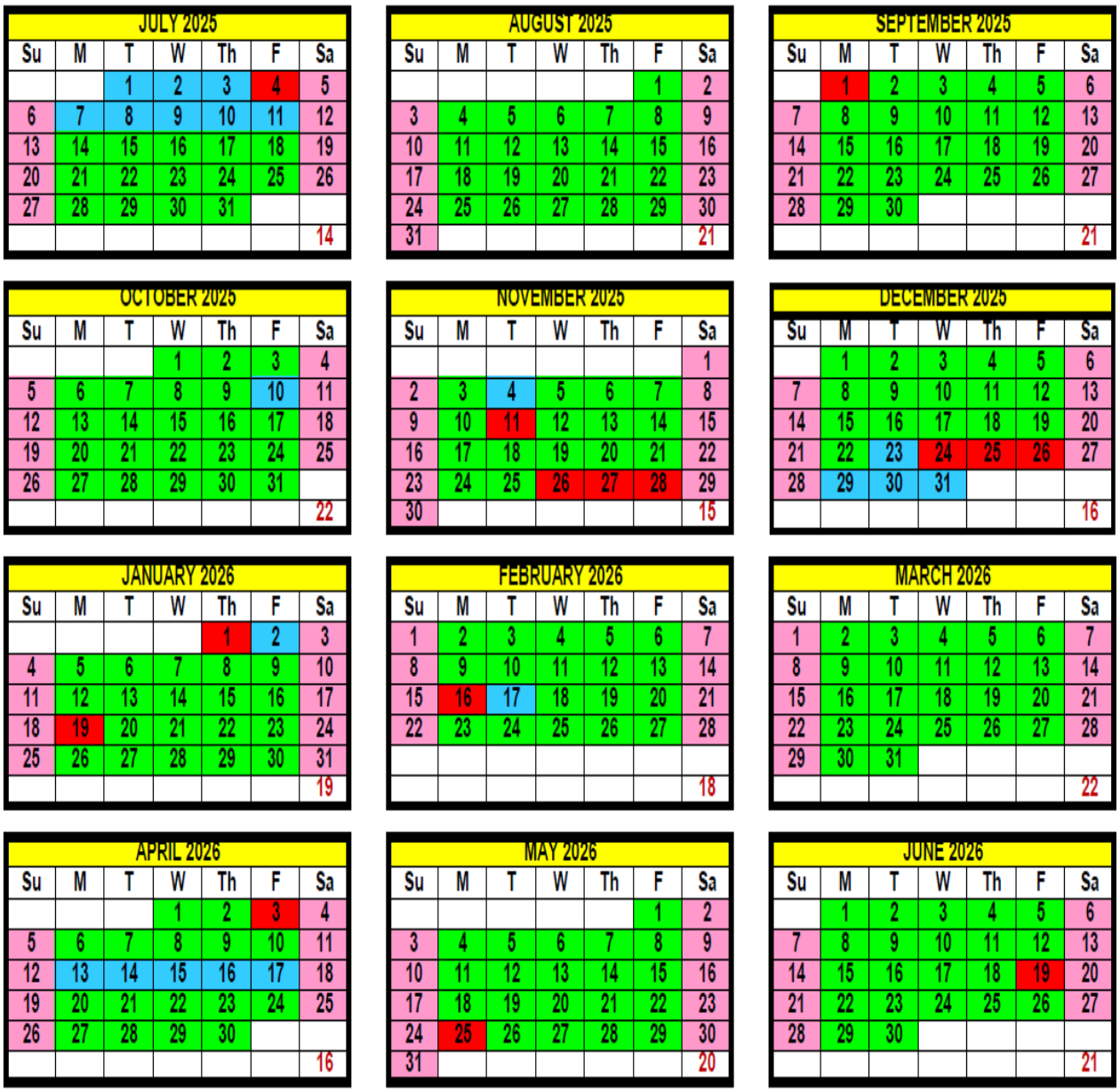
Professional Development
(No School for Students)
July 30 - August 5
January 6
February 13
June 1 - 3

Full day for students
No school for students
First day back for students
Early dismissal for students
Weather make-up day
In-service day for staff

Graduation for High Schools
May 27, 7pm - Bluffton High
May 28, 7pm - Battery Creek
May 29, 7pm - Hilton Head Island High
June 1, 7pm - Whale Branch Early College
June 2, 7pm - May River High
June 3, 7pm - Beaufort High
June 3, 10am - Make-up
*Summer Graduation - August at BCHS

Board Approved 2/6/24
Updated: 3/3/25

240 Day Calendar
2025 - 2026 School Year



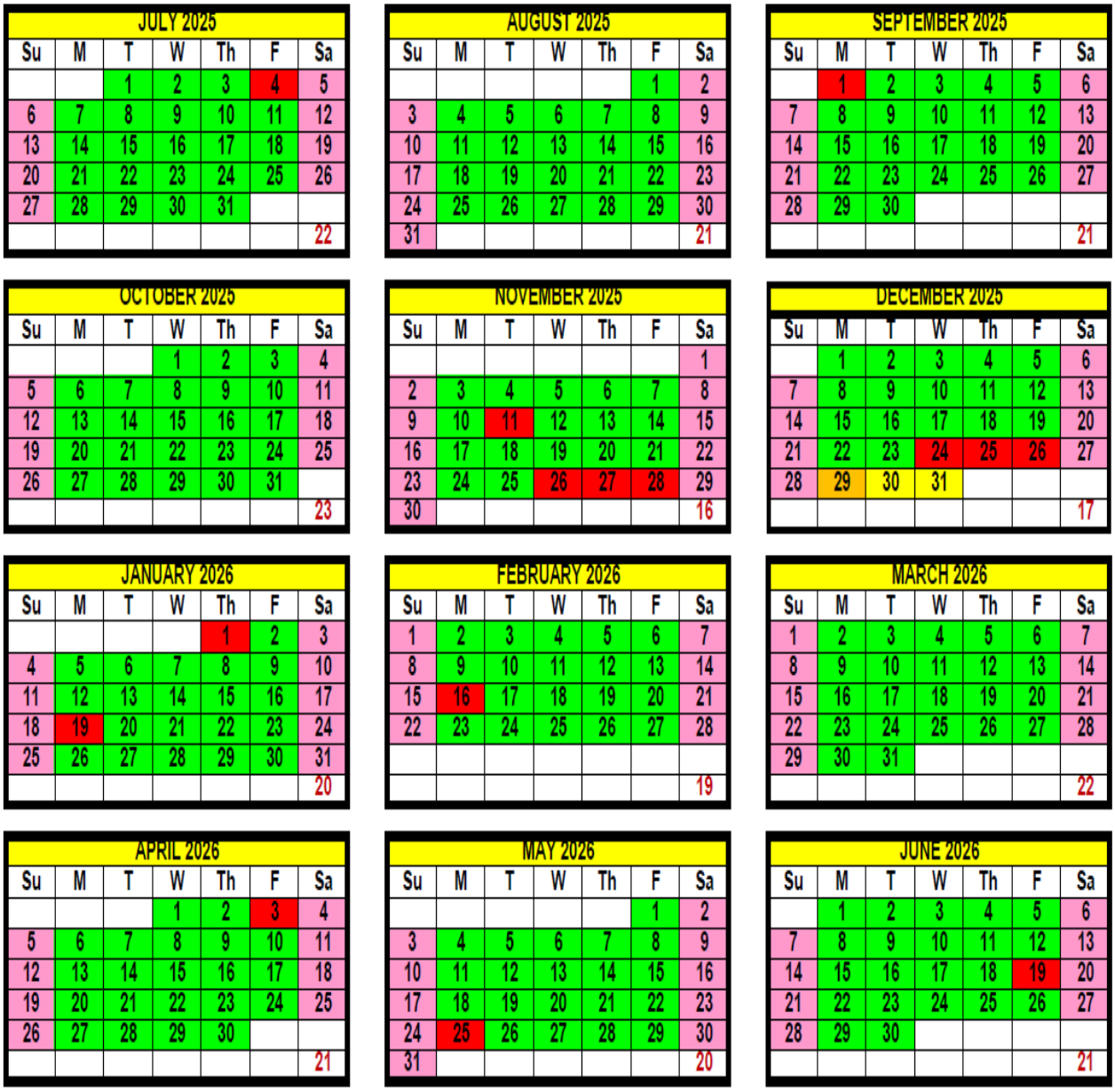
Weekends = 104 | Non-Workdays = 21 | Holidays = 15 | Workdays = 225

July 4 - Independence Day
September 1 - Labor Day
November 11 - Veteran's Day
November 26, 27, 28 - Thanksgiving
December 24, 25, 26 - Winter Break

January 1 - New Year's
January 19 - Martin Luther King Jr.
February 16 - President's Day
April 3 - Good Friday
May 25 - Memorial Day
June 19 - Juneteenth

Approved by Alice W. Walton, Chief Administrative and Human Resources Officer on April 23, 2024.

260 Day Calendar
2025 - 2026 School Year



Weekends = 104 | Holidays = 15 | Workdays = 243 | Charged Annual Leave = 2 | Non-Charged Annual Leave = 1

July 4 - Independence Day
September 1 - Labor Day
November 11 - Veteran's Day
November 26, 27, 28 - Thanksgiving
December 24, 25, 26 - Winter Break

January 1 - New Year's
January 19 - Martin Luther King Jr.
February 16 - President's Day
April 3 - Good Friday
May 25 - Memorial Day
June 19 - Juneteenth

Approved by Alice W. Walton, Chief Administrative and Human Resources Officer on April 23, 2024.

ADMINISTRATIVE STAFF SALARY LEVELS

POSITION TITLE	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Assistant Director of Transportation	8	260	201	$35.26	$50.93
Accounting Analyst	8	260			
BCSD News Production Specialist	8	260			
Budget Analyst	8	260			
Data Analyst	8	260			
Digital Communications PR Specialist	8	260			
Paralegal	8	260			
Procurement Analyst	8	260			
NOT CURRENTLY USED			202	$36.89	$53.43
Coordinator of Protective Services	8	260	203	$38.61	$56.05
Dir. of Transportation Logistics and Technology	8	260			
External Engagement & Strategic Communications Specialist	8	260			
Facilities Support Manager	8	260			
Food Service Operations Manager	8	260			
Internal Engagement & Events Specialist	8	260			
MSAP Steam Integration Specialist	8	240			
MSAP Information Technology Specialist	8	240			
MSAP Medical Specialist	8	240			
Project LEAP Coordinator	8	260			
System Support Specialist II	8	260			
Coordinator of Assessment	8	260	204	$40.43	$58.80
Coordinator of Budget	8	260			
Coordinator of Community / AFT	8	260			
Coordinator of Energy Management	8	260			
Coordinator of HR Info Systems	8	260			
Coordinator of Payroll Processes	8	260			
Coordinator Early Childhood and Parent Education	8	260			
Coordinator of Title 1	8	260			
Human Services Coordinator	8	260			
MLP Compliance Mgmt. Specialist	8	240			
MSAP II Family Outreach Specialist	8	260			

ADMINISTRATIVE STAFF SALARY LEVELS

POSITION TITLE	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Professional Growth / PCS Manager	8	260	204	$40.43	$58.80
Senior Accountant	8	260			
Systems Support Area Supervisor	8	260			
Talent Acquisition Specialist	8	260			
Coordinator of Benefits	8	260	205	$42.35	$61.71
Coordinator of Capital Projects	8	260			
Coordinator of Ed Technology	8	240			
Coordinator of Tides	8	210			
Deputy Head of Transportation	8	260			
Educational Technology Integration Specialist	8	240			
Project Manager – Technology	8	260			
Systems Engineer	8	260			
ADEPT Specialist	8	260	206	$44.38	$64.85
Coordinator of Autism	8	240			
Coordinator of CATE	8	260			
Coordinator of CTE Workforce Dev	8	240			
Coordinator of PE / Health	8	240			
Coordinator of Perform/Visual Arts	8	240			
Coordinator of Elementary Math	8	240			
Coordinator Library and Media Services	8	260			
Coordinator of School Counselors	8	240			
Coordinator of Secondary Math	8	240			
Coordinator of Secondary Science	8	240			
Coordinator of Social Studies	8	240			
Coordinator of Special Education	8	240			
Coordinator of Special Education Autism	8	240			
Coordinator of Visual Arts	8	240			
School Transformation Specialist	8	240			
SPED Instruction Specialist Elementary	8	240			
SPED Instruction Specialist Secondary	8	240			
Assistant Principal – Elementary Schools	8	210	207	$46.51	$68.12

ADMINISTRATIVE STAFF SALARY LEVELS

POSITION TITLE	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Administrator of Student Success	8	260	207	$46.51	$68.12
Athletic Director	8	220			
Capital Programs Education Manager	8	260			
Crisis Prevention Specialist	8	260			
Director Accountability	8	260			
Director of Adult Education	8	260			
Director of Budget	8	260			
Director of Career & Technology Ed	8	260			
Director of Data Services	8	260			
Director of Educational Technology	8	260			
Director of Employee Services	8	260			
Director of Fine & Performing Arts	8	260			
Director of Fac, Plan & Construct	8	260			
Director of Finance	8	260			
Director of Human Resources/Ops	8	260			
Director of Internal Controls	8	260			
Director of Literacy	8	260			
Director of Multilingual Programs	8	260			
Director of Network Operations	8	260			
Director of Procurement and Business Systems	8	260			
Director of Personnel	8	260			
Director of Protective Services	8	260			
Director of Readiness	8	260			
Director of Risk Management/Safety	8	260			
Director of Recruiting and Retention	8	260			
Director of School Counselors	8	260			
Director of School Health Services	8	260			
Director of Social Work & Student Support Services	8	260			
Director of Special Education	8	260			
Director of Special Revenues	8	260			
Director of Student Success	8	260			
Director of Teaching and Learning	8	260			
Director of Tides	8	260			
Director of Transportation	8	260			
MSAP II Project Director Magnet Schools	8	260			
Project Director of Magnet Schools	8	260			

ADMINISTRATIVE STAFF SALARY LEVELS

POSITION TITLE	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Project Management of Construction	8	260	207	$46.51	$68.12
Assistant Principal – Middle Schools	8	210	208	$48.76	$71.54
Assistant Director of Alternative Programs	8	220			
Dean of Students (High School)	8	220			
Assistant Director of Academy for Career Excellence	8	220	209	$51.14	$75.20
Assistant Principal – High Schools	8	220			
Director of Alternative Programs	8	260			
Director of District Athletics	8	260			
Principal – Elementary Schools	8	260			
Principal – Middle Schools	8	260	210	$53.65	$79.02
Head of Transportation	8	260	211	$56.29	$83.05
Principal – High Schools	8	260			
Communications Officer	8	260	212	$59.08	$87.32
Executive Director of Curriculum and Instruction	8	260			
Executive Director of Schools	8	260			
Human Resources Officer	8	260			
Instructional Services Officer	8	260			
Student Services Officer	8	260			
Technology Services Officer	8	260			
Chief Legal Officer	8	260	213	$62.03	$91.81
Chief Operations Officer	8	260			
Chief Administrative and Human Resources Services Officer	8	260	214	$65.13	$96.54
Chief Financial Officer	8	260			
Chief Instructional Services Officer	8	260			
Deputy Superintendent / Chief of Schools	8	260	215	$68.41	$101.56

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	LEVEL 215
0	$ 35.26	$ 36.89	$ 38.61	$ 40.43	$ 42.35	$ 44.38	$ 46.51	$ 48.76	$ 51.14	$ 53.65	$ 56.29	$ 59.08	$ 62.03	$ 65.13	$ 68.41
1	$ 35.68	$ 37.33	$ 39.09	$ 40.93	$ 42.87	$ 44.93	$ 47.09	$ 49.38	$ 51.79	$ 54.33	$ 57.02	$ 59.84	$ 62.83	$ 65.98	$ 69.31
2	$ 36.11	$ 37.79	$ 39.56	$ 41.43	$ 43.40	$ 45.49	$ 47.69	$ 50.00	$ 52.45	$ 55.03	$ 57.74	$ 60.62	$ 63.65	$ 66.84	$ 70.21
3	$ 36.54	$ 38.24	$ 40.05	$ 41.94	$ 43.94	$ 46.05	$ 48.28	$ 50.63	$ 53.11	$ 55.73	$ 58.49	$ 61.40	$ 64.47	$ 67.72	$ 71.13
4	$ 36.99	$ 38.72	$ 40.54	$ 42.46	$ 44.50	$ 46.63	$ 48.89	$ 51.28	$ 53.79	$ 56.44	$ 59.25	$ 62.20	$ 65.32	$ 68.60	$ 72.07
5	$ 37.43	$ 39.18	$ 41.03	$ 42.98	$ 45.05	$ 47.22	$ 49.51	$ 51.93	$ 54.47	$ 57.17	$ 60.00	$ 63.00	$ 66.16	$ 69.49	$ 73.01
6	$ 37.88	$ 39.66	$ 41.54	$ 43.52	$ 45.61	$ 47.81	$ 50.13	$ 52.59	$ 55.18	$ 57.90	$ 60.78	$ 63.82	$ 67.03	$ 70.40	$ 73.97
7	$ 38.35	$ 40.15	$ 42.05	$ 44.06	$ 46.17	$ 48.41	$ 50.77	$ 53.26	$ 55.88	$ 58.65	$ 61.57	$ 64.66	$ 67.90	$ 71.33	$ 74.95
8	$ 38.82	$ 40.64	$ 42.57	$ 44.60	$ 46.76	$ 49.02	$ 51.41	$ 53.93	$ 56.59	$ 59.41	$ 62.37	$ 65.49	$ 68.79	$ 72.26	$ 75.93
9	$ 39.29	$ 41.14	$ 43.10	$ 45.17	$ 47.34	$ 49.65	$ 52.07	$ 54.63	$ 57.33	$ 60.18	$ 63.17	$ 66.34	$ 69.69	$ 73.22	$ 76.94
10	$ 39.77	$ 41.65	$ 43.63	$ 45.73	$ 47.94	$ 50.28	$ 52.73	$ 55.33	$ 58.07	$ 60.96	$ 64.00	$ 67.21	$ 70.61	$ 74.18	$ 77.96
11	$ 40.25	$ 42.16	$ 44.17	$ 46.30	$ 48.54	$ 50.90	$ 53.40	$ 56.03	$ 58.81	$ 61.73	$ 64.83	$ 68.09	$ 71.53	$ 75.15	$ 78.98
12	$ 40.75	$ 42.69	$ 44.72	$ 46.88	$ 49.15	$ 51.55	$ 54.08	$ 56.76	$ 59.57	$ 62.54	$ 65.67	$ 68.99	$ 72.47	$ 76.15	$ 80.03
13	$ 41.25	$ 43.21	$ 45.29	$ 47.47	$ 49.78	$ 52.21	$ 54.78	$ 57.48	$ 60.34	$ 63.35	$ 66.53	$ 69.88	$ 73.42	$ 77.15	$ 81.09
14	$ 41.76	$ 43.75	$ 45.85	$ 48.07	$ 50.40	$ 52.87	$ 55.48	$ 58.22	$ 61.12	$ 64.17	$ 67.39	$ 70.80	$ 74.39	$ 78.17	$ 82.17
15	$ 42.28	$ 44.29	$ 46.42	$ 48.67	$ 51.04	$ 53.54	$ 56.18	$ 58.98	$ 61.91	$ 65.01	$ 68.28	$ 71.73	$ 75.37	$ 79.21	$ 83.26
16	$ 42.80	$ 44.84	$ 47.01	$ 49.29	$ 51.69	$ 54.22	$ 56.91	$ 59.73	$ 62.71	$ 65.86	$ 69.17	$ 72.68	$ 76.36	$ 80.26	$ 84.36
17	$ 43.33	$ 45.41	$ 47.59	$ 49.91	$ 52.35	$ 54.93	$ 57.63	$ 60.50	$ 63.52	$ 66.71	$ 70.08	$ 73.63	$ 77.37	$ 81.32	$ 85.49
18	$ 43.87	$ 45.97	$ 48.20	$ 50.55	$ 53.01	$ 55.62	$ 58.38	$ 61.28	$ 64.35	$ 67.59	$ 71.00	$ 74.59	$ 78.39	$ 82.40	$ 86.62
19	$ 44.41	$ 46.55	$ 48.80	$ 51.18	$ 53.69	$ 56.33	$ 59.13	$ 62.08	$ 65.19	$ 68.47	$ 71.93	$ 75.58	$ 79.43	$ 83.50	$ 87.78
20	$ 44.96	$ 47.13	$ 49.42	$ 51.83	$ 54.38	$ 57.06	$ 59.90	$ 62.88	$ 66.04	$ 69.36	$ 72.87	$ 76.57	$ 80.48	$ 84.60	$ 88.95
21	$ 45.53	$ 47.72	$ 50.05	$ 52.49	$ 55.07	$ 57.80	$ 60.66	$ 63.70	$ 66.90	$ 70.27	$ 73.83	$ 77.59	$ 81.55	$ 85.73	$ 90.14
22	$ 46.10	$ 48.33	$ 50.68	$ 53.15	$ 55.77	$ 58.54	$ 61.45	$ 64.53	$ 67.77	$ 71.19	$ 74.81	$ 78.62	$ 82.63	$ 86.87	$ 91.34
23	$ 46.67	$ 48.93	$ 51.31	$ 53.84	$ 56.50	$ 59.29	$ 62.25	$ 65.37	$ 68.66	$ 72.12	$ 75.79	$ 79.65	$ 83.72	$ 88.03	$ 92.56
24	$ 47.26	$ 49.55	$ 51.97	$ 54.53	$ 57.22	$ 60.06	$ 63.06	$ 66.21	$ 69.56	$ 73.08	$ 76.79	$ 80.70	$ 84.84	$ 89.20	$ 93.80
25	$ 47.85	$ 50.18	$ 52.63	$ 55.22	$ 57.96	$ 60.84	$ 63.88	$ 67.08	$ 70.47	$ 74.04	$ 77.80	$ 81.78	$ 85.97	$ 90.39	$ 95.05
26	$ 48.46	$ 50.82	$ 53.31	$ 55.92	$ 58.69	$ 61.63	$ 64.71	$ 67.96	$ 71.39	$ 75.01	$ 78.83	$ 82.86	$ 87.11	$ 91.60	$ 96.33
27	$ 49.06	$ 51.46	$ 53.98	$ 56.63	$ 59.44	$ 62.42	$ 65.55	$ 68.84	$ 72.32	$ 76.00	$ 79.87	$ 83.95	$ 88.26	$ 92.81	$ 97.61
28	$ 49.68	$ 52.11	$ 54.66	$ 57.35	$ 60.19	$ 63.22	$ 66.40	$ 69.73	$ 73.26	$ 76.99	$ 80.92	$ 85.06	$ 89.43	$ 94.04	$ 98.92
29	$ 50.30	$ 52.77	$ 55.35	$ 58.07	$ 60.94	$ 64.03	$ 67.25	$ 70.63	$ 74.22	$ 78.00	$ 81.98	$ 86.19	$ 90.61	$ 95.28	$100.23
30+	$ 50.93	$ 53.43	$ 56.05	$ 58.80	$ 61.71	$ 64.85	$ 68.12	$ 71.54	$ 75.20	$ 79.02	$ 83.05	$ 87.32	$ 91.81	$ 96.54	$101.56

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

CERTIFIED STAFF SALARY CLASSIFICATIONS AND YEARS EXPERIENCE

STEP	BA	BA+18	MA	MA+30	PHD/EDD
0	$60,087	$61,990	$66,287	$70,089	$ 75,796
1	$60,087	$61,990	$66,287	$70,089	$ 75,796
2	$60,087	$61,990	$66,287	$70,089	$ 75,796
3	$60,087	$61,990	$66,287	$70,089	$ 75,796
4	$60,087	$61,990	$66,287	$70,089	$ 75,796
5	$60,087	$61,990	$66,287	$70,089	$ 75,796
6	$61,153	$63,053	$67,427	$71,232	$ 77,316
7	$62,178	$64,080	$68,567	$72,373	$ 78,838
8	$63,245	$65,146	$69,709	$73,514	$ 80,360
9	$64,270	$66,172	$70,850	$74,655	$ 81,880
10	$65,335	$67,237	$71,991	$75,796	$ 83,401
11	$66,363	$68,264	$73,133	$76,936	$ 84,922
12	$67,427	$69,329	$74,273	$78,077	$ 86,446
13	$68,454	$70,356	$75,415	$79,217	$ 87,966
14	$69,520	$71,422	$76,557	$80,360	$ 89,487
15	$70,546	$72,448	$77,698	$81,501	$ 91,011
16	$71,610	$73,514	$78,838	$82,641	$ 92,531
17	$72,640	$74,541	$79,979	$83,782	$ 94,053
18	$73,629	$75,532	$81,046	$84,883	$ 95,503
19	$74,628	$76,531	$82,137	$86,005	$ 96,984
20	$75,653	$77,557	$83,253	$87,145	$ 98,487
21	$76,651	$78,586	$84,379	$88,337	$ 99,871
22	$77,660	$79,628	$85,516	$89,544	$101,277
23	$78,687	$80,688	$86,677	$90,769	$102,703
24	$79,725	$81,760	$87,852	$92,014	$104,148
25	$80,809	$82,879	$89,073	$93,306	$105,647
26	$81,911	$84,016	$90,316	$94,620	$107,171
27	$83,035	$85,171	$91,566	$95,934	$108,674
28	$84,170	$86,337	$92,840	$97,263	$110,198
29	$85,305	$87,519	$94,132	$98,610	$111,743
30+	$86,457	$88,718	$95,440	$99,971	$113,307

NOTE: Certified Staff currently assigned to a "Special Education" classroom will receive a 6% stipend for the 2025-2026 school year. The 6% stipend will be based on the employee's base annual salary. This stipend will be paid out over the 26 pay periods for the 2025-2026 school year. This stipend will be reviewed annually by the Board of Education for approval.

OCCUPATIONAL THERAPIST AND PHYSICAL THERAPIST SALARY SCHEDULE

STEP	HOURLY RATE	DAILY RATE	ANNUAL SALARY
0	$ 43.92	$ 329.42	$ 62,589
1	$ 44.64	$ 334.78	$ 63,608
2	$ 45.37	$ 340.25	$ 64,647
3	$ 46.11	$ 345.82	$ 65,705
4	$ 46.86	$ 351.48	$ 66,782
5	$ 47.63	$ 357.25	$ 67,877
6	$ 48.42	$ 363.13	$ 68,995
7	$ 49.21	$ 369.11	$ 70,131
8	$ 50.03	$ 375.20	$ 71,288
9	$ 50.85	$ 381.40	$ 72,466
10	$ 51.70	$ 387.72	$ 73,666
11	$ 52.55	$ 394.14	$ 74,887
12	$ 53.42	$ 400.68	$ 76,130
13	$ 54.31	$ 407.35	$ 77,397
14	$ 55.22	$ 414.14	$ 78,686
15	$ 56.14	$ 421.05	$ 79,999
16	$ 57.08	$ 428.08	$ 81,336
17	$ 58.03	$ 435.24	$ 82,696
18	$ 59.01	$ 442.55	$ 84,084
19	$ 60.00	$ 449.96	$ 85,493
20	$ 61.00	$ 457.52	$ 86,929
21	$ 62.03	$ 465.22	$ 88,392
22	$ 63.08	$ 473.06	$ 89,882
23	$ 64.14	$ 481.04	$ 91,398
24	$ 65.22	$ 489.16	$ 92,941
25	$ 66.39	$ 497.96	$ 94,612
26	$ 67.59	$ 506.91	$ 96,313
27	$ 68.82	$ 516.18	$ 98,075
28	$ 70.08	$ 525.62	$ 99,868
29	$ 71.37	$ 535.24	$ 101,696
30+	$ 72.67	$ 545.04	$ 103,557

REGISTERED NURSES AND SOCIAL WORKERS SALARY SCHEDULE

STEP	HOURLY RATE	DAILY RATE	ANNUAL SALARY
0	$ 23.57	$ 188.58	$ 49,031
1	$ 23.92	$ 191.38	$ 49,760
2	$ 24.28	$ 194.24	$ 50,502
3	$ 24.64	$ 197.13	$ 51,255
4	$ 25.01	$ 200.08	$ 52,020
5	$ 25.38	$ 203.06	$ 52,796
6	$ 25.76	$ 206.09	$ 53,584
7	$ 26.15	$ 209.17	$ 54,384
8	$ 26.54	$ 212.29	$ 55,195
9	$ 26.93	$ 215.46	$ 56,020
10	$ 27.34	$ 218.68	$ 56,857
11	$ 27.74	$ 221.95	$ 57,707
12	$ 28.16	$ 225.27	$ 58,570
13	$ 28.57	$ 228.59	$ 59,433
14	$ 28.99	$ 231.95	$ 60,308
15	$ 29.42	$ 235.37	$ 61,197
16	$ 29.86	$ 238.84	$ 62,099
17	$ 30.30	$ 242.36	$ 63,014
18	$ 30.74	$ 245.94	$ 63,944
19	$ 31.20	$ 249.57	$ 64,888
20	$ 31.66	$ 253.25	$ 65,845
21	$ 32.12	$ 256.99	$ 66,817
22	$ 32.60	$ 260.78	$ 67,803
23	$ 33.08	$ 264.63	$ 68,805
24	$ 33.57	$ 268.54	$ 69,821
25	$ 34.06	$ 272.51	$ 70,852
26	$ 34.57	$ 276.53	$ 71,899
27	$ 35.09	$ 280.68	$ 72,978
28	$ 35.61	$ 284.89	$ 74,071
29	$ 36.15	$ 289.16	$ 75,182
30+	$ 36.69	$ 293.50	$ 76,310

CLASSIFIED STAFF SALARY LEVELS

POSITION TITLE	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
School Bus Monitor	6	180	101	$13.33	$28.11
Custodian	8	260	102	$14.00	$29.61
Administrative Associate	8	190 or 260	103	$14.72	$31.19
Food Service Manager	8	182			
Head Custodian	8	260	104	$15.47	$32.85
Para-Professionals	7.5	182			
Parent Educator	8	260			
Early Childhood Community Liaison	8	190			
Media Assistant	7.5	182			
TA / Custodian / Food Service	7.5	182			
Special Education Assistant	7.5	182	105	$16.28	$34.61
Special Education Assistant - AEA	7.5	182			
Administrative Assistant	8	190 or 260	106	$17.11	$36.51
Dispatcher	8	260			
Courier	8	260	107	$18.01	$38.45
Data Clerk	8	260			
Nurse Assistant	7.5	182			
Administrative Specialist to the Board	8	260	108	$18.94	$40.52
Bilingual Liaison	8	190 Or 260			
Behavior Interventionist	7.5	180			
Office Manager I / Data Clerk (Combined ES Only)	8	260			
Parent Liaison	8	190			
Theater Technician	8	260			
Early Childhood Program Liaison	8	260	109	$19.93	$42.77

CLASSIFIED STAFF SALARY LEVELS

	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Job Coach	8	190	109	$19.93	$42.77
Office Manager I (ES)	8	260			
Program Support	8	260			
Academic Compliance Specialist	8	260	110	$20.97	$45.08
Area Supervisor of Transportation	8	260			
Bilingual Liaison Human Resources	8	260			
Bilingual Liaison Lead	8	260			
Campus Finance Specialist I (ES)	8	260			
CATE Compliance - ACE	8	205			
Data Technician	8	260			
Facilities Inspector	8	260			
Medicaid Billing Specialist	8	260			
Office Manager II (MS, HS, DO, Transportation)	8	260			
Office Manager I / Bookkeeper I (Combined ES Only)	8	260			
Payroll Specialist I	8	260			
Procurement Specialist I	8	260			
Safety Compliance Manager	8	260			
Student Data Specialist	8	260			
Accounts Payable Specialist II	8	260	111	$22.08	$47.55
Account Specialist	8	260			
Campus Finance Specialist II (MS, HS and DO)	8	260			
Communication Office & Graphics Manager	8	260			
Compliance Management Specialist	8	260			
Executive Administrative Assistant	8	260			
Facilities Inspector	8	260			
Instructional Services Manager	8	260			
IT Specialist – Transportation	8	260			
Operations Data Specialist	8	260			
Maintenance Finance Specialist	8	260			
Payroll Specialist II	8	260			
Personnel Specialist II	8	260			
Procurement Specialist II	8	260			
Registered Behavior Therapist	8	190			

CLASSIFIED STAFF SALARY LEVELS

POSITION TITLE	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Behavior Management Specialist (Includes PSP Programs)	8	190	112	$23.24	$50.13
Benefits Administrator	8	260			
Business Systems Specialist or	8	260			
HR Facilitator	8	260			
HR Office Specialist	8	260			
Finance Office Specialist	8	260			
Technology Office Specialist	8	260			
Mechanic	8	260			
Student Services Manager	8	260			
Educational Interpreter	7.5	180	113	$24.48	$52.88
Compliance Specialist (E-Rate)	8	260			
Executive Assistant to the Board	8	260			
Executive Assistant to the Superintendent	8	260			
Facilities Support Manager	8	260			
Area Behavior Management Specialist	8	190	114	$25.78	$55.77
GIS Analyst / Database Coordinator	8	260			
Nurse – LPN	8	190			
Service Desk Lead	8	260			
Student Services Specialist	8	260			
System Support Specialist I	8	260			
Accountant	8	260	115	$27.15	$58.83
Accountant – Food Services	8	260			
Telecommunications Specialist	8	260			

BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2025-2026 School Year

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	LEVEL 115
0	$13.33	$14.00	$14.72	$15.47	$16.28	$17.11	$18.01	$18.94	$19.93	$20.97	$22.08	$23.24	$24.48	$25.78	$27.15
1	$13.66	$14.35	$15.08	$15.86	$16.68	$17.54	$18.45	$19.41	$20.43	$21.51	$22.64	$23.84	$25.11	$26.44	$27.85
2	$13.99	$14.71	$15.46	$16.25	$17.10	$17.98	$18.92	$19.91	$20.95	$22.05	$23.22	$24.45	$25.74	$27.12	$28.57
3	$14.34	$15.07	$15.84	$16.66	$17.52	$18.43	$19.39	$20.41	$21.48	$22.62	$23.82	$25.07	$26.41	$27.82	$29.30
4	$14.68	$15.44	$16.23	$17.08	$17.96	$18.89	$19.89	$20.93	$22.03	$23.19	$24.42	$25.72	$27.09	$28.54	$30.06
5	$15.05	$15.82	$16.64	$17.50	$18.42	$19.37	$20.39	$21.46	$22.59	$23.79	$25.05	$26.38	$27.79	$29.27	$30.84
6	$15.42	$16.22	$17.05	$17.94	$18.87	$19.87	$20.91	$22.00	$23.17	$24.39	$25.69	$27.05	$28.50	$30.03	$31.64
7	$15.81	$16.62	$17.49	$18.40	$19.35	$20.37	$21.44	$22.56	$23.76	$25.02	$26.35	$27.76	$29.24	$30.81	$32.46
8	$16.20	$17.03	$17.92	$18.85	$19.84	$20.88	$21.98	$23.14	$24.37	$25.66	$27.03	$28.47	$30.00	$31.61	$33.31
9	$16.60	$17.47	$18.37	$19.33	$20.34	$21.41	$22.54	$23.73	$24.99	$26.32	$27.72	$29.21	$30.78	$32.42	$34.17
10	$17.02	$17.90	$18.83	$19.81	$20.85	$21.96	$23.11	$24.34	$25.64	$27.00	$28.44	$29.96	$31.57	$33.26	$35.06
11	$17.44	$18.35	$19.30	$20.32	$21.38	$22.52	$23.71	$24.96	$26.28	$27.69	$29.17	$30.73	$32.39	$34.13	$35.97
12	$17.88	$18.81	$19.79	$20.83	$21.93	$23.09	$24.32	$25.60	$26.97	$28.41	$29.92	$31.53	$33.22	$35.02	$36.91
13	$18.33	$19.28	$20.30	$21.36	$22.49	$23.68	$24.93	$26.26	$27.66	$29.14	$30.70	$32.34	$34.09	$35.93	$37.87
14	$18.80	$19.77	$20.81	$21.90	$23.06	$24.28	$25.57	$26.93	$28.37	$29.89	$31.49	$33.19	$34.97	$36.87	$38.86
15	$19.26	$20.27	$21.34	$22.46	$23.66	$24.90	$26.23	$27.63	$29.11	$30.67	$32.31	$34.05	$35.88	$37.82	$39.88
16	$19.75	$20.79	$21.88	$23.04	$24.25	$25.54	$26.90	$28.34	$29.86	$31.46	$33.15	$34.93	$36.82	$38.82	$40.92
17	$20.25	$21.32	$22.43	$23.62	$24.88	$26.20	$27.59	$29.07	$30.62	$32.27	$34.01	$35.84	$37.78	$39.82	$41.99
18	$20.77	$21.86	$23.01	$24.23	$25.52	$26.87	$28.31	$29.82	$31.42	$33.11	$34.90	$36.78	$38.77	$40.87	$43.09
19	$21.29	$22.41	$23.60	$24.85	$26.17	$27.56	$29.03	$30.59	$32.24	$33.97	$35.81	$37.73	$39.78	$41.94	$44.22
20	$21.83	$22.98	$24.20	$25.48	$26.84	$28.28	$29.79	$31.38	$33.07	$34.86	$36.74	$38.72	$40.82	$43.04	$45.37
21	$22.39	$23.57	$24.82	$26.14	$27.53	$29.00	$30.56	$32.20	$33.94	$35.76	$37.69	$39.74	$41.89	$44.16	$46.56
22	$22.95	$24.17	$25.45	$26.81	$28.24	$29.76	$31.35	$33.04	$34.81	$36.69	$38.67	$40.77	$42.98	$45.32	$47.79
23	$23.55	$24.79	$26.11	$27.50	$28.97	$30.53	$32.16	$33.89	$35.72	$37.65	$39.69	$41.83	$44.12	$46.51	$49.05
24	$24.14	$25.43	$26.78	$28.21	$29.71	$31.32	$32.99	$34.77	$36.65	$38.63	$40.72	$42.94	$45.27	$47.73	$50.34
25	$24.76	$26.08	$27.46	$28.94	$30.48	$32.13	$33.85	$35.68	$37.60	$39.64	$41.79	$44.06	$46.46	$48.99	$51.66
26	$25.40	$26.75	$28.18	$29.68	$31.27	$32.96	$34.74	$36.61	$38.59	$40.68	$42.88	$45.22	$47.68	$50.28	$53.02
27	$26.05	$27.44	$28.90	$30.44	$32.08	$33.82	$35.63	$37.55	$39.60	$41.74	$44.01	$46.40	$48.93	$51.59	$54.42
28	$26.72	$28.14	$29.65	$31.23	$32.90	$34.69	$36.54	$38.51	$40.63	$42.82	$45.16	$47.62	$50.21	$52.95	$55.85
29	$27.41	$28.87	$30.41	$32.03	$33.75	$35.59	$37.48	$39.50	$41.68	$43.94	$46.34	$48.86	$51.53	$54.34	$57.32
30+	$28.11	$29.61	$31.19	$32.85	$34.61	$36.51	$38.45	$40.52	$42.77	$45.08	$47.55	$50.13	$52.88	$55.77	$58.83

NOTE: (1). A "Step" on the salary schedule DOES NOT equal years of experience.

(2). Classified staff currently assigned to a "Special Education Assistant" or "Special Education AEA" position will receive a 6% stipend for the 2025-2026 school year. The 6% stipend will be based on the employee's base annual salary. This stipend will be paid out over the 26 pay periods for the 2025-2026 school year. This stipend will be reviewed annually by the Board of Education for approval.

SCHOOL BUS DRIVER SALARY SCHEDULE

STEP	HOURLY RATE	DAILY RATE	ANNUAL SALARY
0	$ 19.67	$ 118.01	$ 21,242.40
1	$ 20.01	$ 120.05	$ 21,608.41
2	$ 20.35	$ 122.12	$ 21,980.79
3	$ 20.71	$ 124.25	$ 22,364.83
4	$ 21.12	$ 126.71	$ 22,808.29
5	$ 21.52	$ 129.15	$ 23,246.44
6	$ 21.94	$ 131.67	$ 23,700.51
7	$ 22.38	$ 134.27	$ 24,169.42
8	$ 22.82	$ 136.94	$ 24,648.95
9	$ 23.27	$ 139.64	$ 25,135.90
10	$ 23.73	$ 142.38	$ 25,628.16
11	$ 24.20	$ 145.20	$ 26,135.27
12	$ 24.68	$ 148.07	$ 26,651.93
13	$ 25.16	$ 150.98	$ 27,176.01
14	$ 25.66	$ 153.94	$ 27,709.65
15	$ 26.16	$ 156.98	$ 28,257.07
16	$ 26.69	$ 160.13	$ 28,822.53
17	$ 27.22	$ 163.31	$ 29,395.42
18	$ 27.76	$ 166.56	$ 29,979.97
19	$ 28.32	$ 169.89	$ 30,580.44
20	$ 28.88	$ 173.26	$ 31,187.28
21	$ 29.45	$ 176.71	$ 31,807.90
22	$ 30.04	$ 180.24	$ 32,443.38
23	$ 30.57	$ 183.42	$ 33,015.21
24	$ 31.11	$ 186.67	$ 33,600.82
25	$ 31.70	$ 190.20	$ 34,236.30
26	$ 32.30	$ 193.81	$ 34,885.57
27	$ 32.91	$ 197.49	$ 35,547.58
28	$ 33.54	$ 201.22	$ 36,219.95
29	$ 34.17	$ 205.03	$ 36,904.51
30+	$ 34.82	$ 208.90	$ 37,602.00

CERTIFIED STAFF PAY FOR EXTRA WORK

Certified Staff, Professional Development

- Certified Staff who participate in district and/or school-sponsored professional development on days outside the school calendar will be paid at the rate of **$108.21 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 **$32.47 per hour** for this work. This only applies to duties that provide direct instruction to students.

Certified Staff who serve 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 **$37.89 per hour**. This only applies to coordinating programs that provide direct instruction to students.

Certified Staff, Facilities Support (Building & Grounds)

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 **$21.65 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 perform work outside the scope of their jobs and beyond their scheduled workdays will be paid through payroll via **Munis Time and Attendance**, not through accounts payable. The IRS identifies them as employees, so all their pay must go through payroll.

Support for Activities that do not Require Certification

Certified staff who assist 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 the rate of **$16.24 per hour**.

PROFESSIONAL STAFF PAY FOR EXTRA WORK

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 **$21.65 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 workdays, which is eligible for additional pay, will be paid through payroll via **Munis Time and Attendance**, not through accounts payable. The IRS identifies them as employees and their pay must be processed 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 **$16.24 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 or provide **Building and Grounds** support beyond the scope of their normal work schedule at the request of the school or district will be paid at the rate of **$21.65 per hour.**

Tutor Hourly Rates - **$16.24 per hour**, Associate's Degree or at least 60 college credit hours, **$21.65 per hour**, Holds a Bachelor's Degree or Higher.

Non-Certified Teachers at Adult Education who have at least a Bachelor's Degree will be paid **$27.06 per hour.**

Activity Bus Driver - $21.65 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 participate in district and/or school-sponsored professional development on days outside the school calendar will be paid at the rate of **$16.24 per hour** plus overtime, if applicable. A "blended rate calculation" will be assigned for any overtime hours worked.

CLASSIFIED STAFF PAY FOR EXTRA WORK

Procedure for Extended-Day Activities

While performing similar instructional duties in extended day activities, classified staff in an extended-day program will be paid at their regular job hourly rate. While performing Non-Instructional duties in extended day activities staff will be paid **$16.24 per hour.**

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.

ACADEMIC STIPENDS

ELEMENTARY SCHOOLS - ACADEMIC STIPENDS	
Stipend Title	**Proposed Amount**
Committee Chairs (max of 5)	$ 490
Coordinator (max of 5)	$ 750
Grade Level Chairs	$ 650
0 to 499 Students (max of 2)	
500 to 699 Students (max of 4)	
700+ Students (max of 6)	
Newspaper (per issue - minimum 3 issues)	$ 260
MTSS Coordinator	$ 815
MTSS Member	$ 490
MTSS Secretary	$ 650
Testing Coordinator	$ 3,245
*Webmaster	$ 645
Yearbook	$ 650
Chorus, Dance, Theatre & Visual Arts (2-3 performances)	$ 1,300
*** Identifies stipends that are MANDATORY**	

Pre-K-8 and MIDDLE SCHOOLS - ACADEMIC STIPENDS	
Stipend Title	**Proposed Amount**
Committee Chairs (max of 5)	$ 650
Coordinator (max of 5)	$ 750
Department Chairs (max of 5)	$ 650
MTSS Coordinator	$ 1,300
Team Lead/Head Teacher	$ 975
Student Council	$ 975
Yearbook	$ 980
*Debate	$ 975
*Webmaster	$ 645
Special School Stipend	
Newspaper (minimum 3 issues)	$ 260
Literary Magazine	$ 650
Academic World Quest	$ 1,000
National History Day	$ 775
Youth in Government	$ 1,545
Model UN	$ 1,030
Miscellaneous Clubs, etc	
1 to 10 Studernts	$ 250
11 to 25 Students	$ 300
26+ Students	$ 350
Fine and Performing Arts Stipend	
Middle School Chorus (minimum 3 performances)	$ 1,300
Middle School Band (minimum 3 performances)	$ 2,595
Middle School Orchestra (minimum 3 performances)	$ 1,300
Middle School Theater (minimum 3 performances)	$ 1,300
Middle School Dance (minimum 3 performances)	$ 975
Middle School Visual Arts (minimum 3 shows/events)	$ 1,000
*** Identifies stipends that are MANDATORY**	

ACADEMIC STIPENDS

HIGH SCHOOLS - ACADEMIC STIPENDS	
Stipend Title	**Proposed Amount**
Committee Chairs (max of 5)	$ 650
Class Sponsor - 9th Grade	$ 490
Class Sponsor -10th Grade	$ 650
Class Sponsor - 11th Grade	$ 1,300
Class Sponsor - 12th Grade	$ 1,300
Department Chairs	
Department Chairs	
3 to 5 Teachers (max of 5)	$ 975
6 to 10 Teachers (max of 5)	$ 1,300
11+ Teachers (max of 5)	$ 1,625
Coordinator (max of 5)	$ 750
MTSS Coordinator	$ 1,300
Team Lead/Head Teacher	$ 975
Yearbook	$ 1,625
*Debate	$ 1,500
*Webmaster	$ 1,950
Special School Stipend	
Newspaper (minimum 6 issues)	$ 260
Literary Magazine	$ 650
Academic World Quest	$ 1,000
National History Day	$ 775
Youth in Government	$ 1,545
Model UN	$ 1,030
Miscellaneous Clubs, etc	
1 to 10 Studernts	$ 250
11 to 25 Students	$ 300
26+ Students	$ 350
Fine and Performing Arts Stipend	
High School Chorus (minimum 3 performances)	$ 3,245
High School Compete March Band/Pep Band	
1 to 25 Members	$ 5,000
26 to 50 Members	$ 6,000
51+ Members	$ 7,000
High School Marching Band Assistant	$ 1,500
High School Orchestra (minimum 3 performances)	$ 1,300
High School Theater (minimum 3 performances)	$ 1,300
High School Theater Manager (per production)	$ 500
High School Dance (minimum 3 performances)	$ 1,625
High School Visual Arts	$ 2,000
*** Identifies stipends that are MANDATORY**	

ACADEMIC STIPEND 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 Stipends. 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 stipends 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
2025-2026 School Year

HIGH SCHOOL and MIDDLE SCHOOL ATHLETIC STIPEND AMOUNTS

ATHLETIC COACH POSITION	HIGH SCHOOL	MIDDLE SCHOOL	SEASON			NOTES
			FALL	WINTER	SPRING	
Admin Support	$ 1,672.00		X	X	X	Classified Staff, Timesheet
Assistant Athletic Director	$ 2,470.00	$ 740.00	X	X	X	Classified Staff, Timesheet
Eligibility Coordinator	$ 2,828.00					Classified Staff, Timesheet
Study Hall Coordinator	$ 1,672.00	$ 1,108.00	X	X	X	Classified Staff, Timesheet
Weightlifting / Conditioning	$ 2,058.00		X	X	X	
Athletic Director - MS		$ 2,625.00	X	X	X	Classified Staff, Timesheet
Camera / Support	$ 1,494.00		X	X	X	
Equipment Manager	$ 2,678.00		X	X	X	
Baseball - Head Varsity	$ 4,783.00	$ 2,585.00			X	
Baseball - Head JV	$ 2,931.00				X	
Baseball - Varsity Assistant	$ 2,547.00	$ 1,478.00			X	
Baseball - JV Assistant	$ 2,161.00				X	
Basketball - Head Varsity	$ 10,000.00	$ 2,585.00		X		
Basketball - Head JV	$ 3,701.00			X		
Basketball - Varsity Assistant	$ 3,371.00	$ 1,478.00		X		
Basketball - JV Assistant	$ 3,317.00			X		
Cheerleading - Head Varsity Football	$ 4,397.00		X			
Cheerleading - Head Varsity Basketball	$ 2,547.00	$ 1,108.00	X	X		
Cheerleading - Head JV Football	$ 2,161.00		X			
Cheerleading - Head JV Basketball	$ 2,058.00			X		
Cheerleading - Assistant	$ 1,081.00	$ 555.00	X	X		
Competitive Cheerleading - Head	$ 2,199.00		X			
Competitive Cheerleading - Assistant	$ 1,081.00		X			
Cross Country - Head	$ 2,856.00		X			
Cross Country - Head Combined	$ 3,626.00		X			
Cross Country - Assistant	$ 1,775.00		X			
Football - Head Varsity	$ 19,000.00	$ 2,585.00	X			
Football - Offensive Coordinators	$ 7,866.00		X			
Football - Defensive Coordinators	$ 7,866.00		X			
Football - Assistant	$ 5,240.00	$ 1,478.00	X			
Golf - Head	$ 3,236.00		X		X	
Golf - Assistant	$ 1,211.00		X		X	
Lacrosse - Head Varsity	$ 4,783.00				X	
Lacrosse - Assistant	$ 2,161.00				X	
Lacrosse - Head JV	$ 2,547.00				X	
Soccer - Head Varsity	$ 4,783.00	$ 2,585.00			X	
Soccer - Head JV	$ 2,931.00				X	
Soccer - Varsity Assistant	$ 2,547.00	$ 1,478.00			X	
Soccer - JV Assistant	$ 2,161.00				X	
Softball - Head Varsity	$ 4,783.00	$ 2,585.00			X	
Softball - Head JV	$ 2,931.00				X	
Softball - Varsity Assistant	$ 2,547.00	$ 1,478.00			X	
Softball - JV Assistant	$ 2,161.00				X	
Swimming - Head	$ 2,084.00		X			
Swimming - Head Combined	$ 2,547.00		X			
Swimming - Assistant	$ 1,775.00		X			
Tennis - Head	$ 3,240.00		X		X	
Tennis - Head JV	$ 2,547.00		X		X	
Tennis - Assistant	$ 1,211.00		X		X	
Track - Head	$ 4,783.00	$ 2,585.00			X	
Track - Head Combined	$ 5,629.00				X	
Track - Assistant	$ 2,547.00	$ 1,478.00			X	
Volley - Head Varsity	$ 4,783.00	$ 2,585.00	X			
Volley - Head JV	$ 2,547.00		X			
Volleyball - Assistant	$ 2,161.00	$ 1,478.00	X			
Wrestling - Head Varsity	$ 4,783.00	$ 2,585.00		X		
Wrestling - Head JV	$ 2,547.00			X		
Wrestling - Assistant	$ 2,161.00	$1,478.00		X		

NOTE: COACHES WHO DO NOT START ON THE FIRST DAY OF PRACTICE FOR THAT SPORT WILL HAVE THEIR STIPEND PRO-RATED FOR THE NUMBER OF DAYS REMAINING FOR THAT SPORT IN ACCORDANCE WITH THE SOUTH CAROLINA HIGH SCHOOL LEAGUE'S SPORTS SEASON CALENDAR.

ATHLETIC STIPEND NOTES

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

Coaches who do not start on the first day of practice for that sport will have their stipend "PRO-RATED" for the number of days remaining for that sport in accordance with the South Carolina High School League's Sports Season Calendar.

The effective date of pay will be the date our Human Resources Department provides the Athletic Coach and Athletic Director with an email notification stating the Athletic Coach has completed our required new hire documentation and is now cleared to coach.

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. However, Athletic Directors may provide assistance, in a coaching capacity, with the various athletic teams in order to ensure the program's success. Any coaching assistance provided will not be entitled to receive the athletic stipend for that program.

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, time sheets 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 **$16.24 plus applicable overtime.**

ATHLETIC STIPEND NOTES

The high school Varsity Head Football Coach, Varsity Head Boys Basketball Coach and Varsity Head Girls Basketball Coach "MUST" be a full-time Certified or Classified employee of Beaufort County School District. The Chief Administrative and Human Resources Services 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.

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.

PLAYOFF GAMES AND PLAYOFF PRACTICES

High school playoff games and playoff practice days will be paid at a rate of **$50.00 per day.** A memo to Human Resources must indicate the Coaches Name, Employee Number, School Name, Date for Playoff Practices and Games; and Total Amount to be paid for each athletic staff member participating in playoff games and practices. The memo must be signed by the Principal and Athletic Director.

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

Beginning with the 2024-2025 School Year, Head Football Coaches are entitled to receive the $50.00 per day playoff stipend.

ATHLETIC STIPEND NOTES

Cheerleading Coaches and Competitive Cheerleading Coaches are entitled to receive a stipend payment of **$50.00 per day** for playoff practices and/or games.

Athletic Coaches Assignment Restrictions

In order to maintain the integrity of our athletic programs within the district, our decision has been made to limit how many positions an Athletic Coach can hold during each of the three (3) Athletic Seasons.

Effective immediately, an Athletic Coach can only be assigned to one (1) position at one (1) school during each of the three (3) Athletic Seasons.

This means that an Athletic Coach can no longer be assigned to multiple positions at one school and/or they can no longer be assigned to one position at the High School and one position at the Middle School during each of the three (3) Athletic Seasons.

However, the school's Athletic Director may submit a waiver request of this restriction to the Director of District Athletics. The Director of District Athletics will then present the details of the waiver request to the Chief Administrative and Human Resources Services Officer for approval.

Only the Chief Administrative and Human Resources Services Officer has the authority to approve the waiver request.