# STAFF COMPENSATION

*Code* **GBC** *Revised* **11/25**

Purpose: To establish the basic structure for compensating district staff.

**Professional staff**

The board will attempt to pay its professional employees at a level that will attract and hold personnel dedicated to education.

The compensation of certificated personnel is based on the state salary schedule with local supplements as approved by the board. The schedule takes into consideration the levels of professional training and years of service.

Upon recommendation of the superintendent, the board awards contracts to professional personnel as required by state law.

Upon recommendation of the superintendent, the board will notify teachers in writing of their employment status on or before May 1st of each year. The notice will include the projected salary schedule for the district for the school year. In the event of a loss or reduction in state, local, or federal funding that was anticipated by the district at the time the projected salary schedule was adopted, the notice will specify any downward adjustments to the projected salary schedule. Upon completion of the state and local appropriations, teachers will receive a final salary schedule.

Personnel must give written acceptance of their contracts to the superintendent before May 11 of each school year. Failure to give such notification constitutes contract rejection.

The board will award administrative contracts on the recommendation of the superintendent.

**Classified staff**

The board will set the salary of all classified employees on the recommendation of the superintendent. The board will set compensation according to the responsibility of the position, the services rendered, the years of service, the provisions of the district's operational budget and any applicable state and federal laws. The effective date for all salary changes as determined by the salary schedule or by action of the board is July 1st.

Adopted 9/1/1978; Revised 6/7/82, 2/2/98; Issued 2/4/13; Revised 10/6/14; 10/1/18; 11/10/25

---

Legal references:

A. U.S. Code, as amended:
    1. Fair Labor Standards Act of 1938, 29 U.S.C.A. 201, et seq.
B. S.C. Code, 1976, as amended:

1. Section 59-20-50 – Minimum salary schedule.
2. Section 59-25-57 – Salaries negotiable below schedule for non-TERI retired teachers.
3. Section 59-25-710 – Salary complaints.

4. Section 59-67-470 – School bus drivers to be employed by the board of trustees.
5. Section 59-67-480 – Salaries of school bus drivers to be fixed annually by General Assembly.

C. State Board of Education Regulations:
   1. R-43-205.1 – Assisting, Developing, and Evaluating Professional Teaching (ADEPT).