PROFESSIONAL STAFF CONTRACTS AND COMPENSATION

Code **GCB** *Revised* 11/25

Purpose: To establish the basic structure for professional staff contracts and compensation.

Compensation
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 year of service.

The effective date for all salary changes as determined by the salary schedule or by action of the board is July 1. Upon written request, the District will provide teachers with the factors used to determine their pay category or the salary schedule.

Contracts
Upon recommendation of the superintendent, the board will notify teachers in writing of their employment status before May 1 (i.e., by April 30) of each year. This includes both the issuance of employment contracts and notice of decisions of the superintendent's recommendation not to renew employment contracts. The notice will include the projected salary schedule for the district for the school year. Upon completion of the state and local appropriations, teachers will be provided with a final salary schedule. Employees must give written acceptance of their contracts to the superintendent before May 11 (i.e., by May 10***)***. Failure to give such notification constitutes contract rejection.

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

An administrator employed by the district on a contract will retain his/her rights as a teacher under state law. However, state law does not grant these rights to the position or salary of an administrator (for example, if he/she is returned to the classroom).

Contract releases

For release of teachers from contracts, see policy GCQC/GCQD.

Adopted 2/2/98; Revised 3/7/05, 2/4/13, 10/7/13, 10/6/14, 11/7/16; 10/1/18; 11/10/25

Legal references:

A. S.C. Code, 1976, as amended:
    1. Section 59-19-80 – Teaching contracts to be issued in public meeting.

2. Section 59-19-290 – Contracts in excess of apportioned funds void.
3. Section 59-20-50 – Minimum salary schedule.
4. Section 59-21-20 – Teacher contracts to be based on school term of 190 days.
5. Section 59-25-57 – Salaries negotiated below schedule for non-TERI retired teachers.
6. Section 59-25-410 – Notice to teacher of employment status.
7. Section 59-25-420 – Teacher required to notify board of acceptance; opportunity for hearing if not re-employed.
8. Section 59-25-710 – Salary complaints.
9. Section 9-1-2210 – Teacher and Employee Retention Incentive Program; Operation.

B. S.C. Cases:
   1. Henry-Davenport v. Sch. Dist. Of Fairfield Cnty., 391 S.C. 85, 705 S.E.2d 26 (2011).

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