



Salary Schedule

2026 – 2027

July 1, 2026

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Teacher Scales – 190 Day Contracts

Academic Year 2026-2027

	8A	7A	1A	2A	3A
	Dr	Masters +30	Masters	Bachelors +18	Bachelors
0	61,577	58,079	55,501	52,006	51,500
1	62,096	58,317	55,754	52,259	51,753
2	62,824	59,028	56,007	52,544	52,001
3	64,088	59,977	56,814	53,398	52,250
4	65,354	60,925	57,762	54,283	52,702
5	66,620	61,875	58,712	55,138	53,587
6	67,884	62,824	59,661	56,023	54,441
7	69,150	63,772	60,609	56,877	55,296
8	70,415	64,721	61,558	57,762	56,181
9	71,680	65,670	62,507	58,616	57,035
10	72,946	66,620	63,457	59,503	57,921
11	74,210	67,568	64,405	60,356	58,774
12	75,476	68,517	65,354	61,242	59,661
13	76,741	69,466	66,303	62,096	60,515
14	78,006	70,415	67,252	62,982	61,400
15	79,272	71,364	68,201	63,836	62,254
16	80,537	72,313	69,150	64,721	63,140
17	81,802	73,261	70,098	65,575	63,994
18	82,441	73,815	70,621	66,053	64,455
19	83,089	74,375	71,148	66,537	64,921
20	83,743	74,944	71,685	67,025	65,396
21	84,403	75,515	72,224	67,517	65,871
22	85,070	76,093	72,769	68,015	66,353
23	85,756	76,686	73,325	68,517	66,845
24	86,442	77,278	73,881	69,020	67,348
25	86,958	77,785	74,388	69,521	67,850
26	87,473	78,291	74,895	70,023	68,352
27	87,970	78,798	75,401	70,526	68,854
28	88,445	79,305	75,908	71,027	69,355
29	89,235	80,062	76,652	71,908	70,115

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 2026 - 2027

	8A	7A	1A	2A	3A
	Dr	Masters +30	Masters	Bachelors +18	Bachelors
0	324.09	305.68	292.11	273.72	271.05
1	326.82	306.93	293.44	275.05	272.38
2	330.65	310.67	294.77	276.55	273.69
3	337.31	315.67	299.02	281.04	275.00
4	343.97	320.66	304.01	285.70	277.38
5	350.63	325.66	309.01	290.20	282.04
6	357.28	330.65	314.01	294.86	286.53
7	363.95	335.64	318.99	299.35	291.03
8	370.61	340.64	323.99	304.01	295.69
9	377.26	345.63	328.98	308.51	300.18
10	383.93	350.63	333.98	313.17	304.85
11	390.58	355.62	338.97	317.66	309.34
12	397.24	360.62	343.97	322.33	314.01
13	403.90	365.61	348.96	326.82	318.50
14	410.56	370.61	353.96	331.48	323.16
15	417.22	375.60	358.95	335.98	327.65
16	423.88	380.59	363.95	340.64	332.32
17	430.54	385.58	368.94	345.13	336.81
18	433.90	388.50	371.69	347.65	339.24
19	437.31	391.45	374.46	350.19	341.69
20	440.75	394.44	377.29	352.76	344.19
21	444.23	397.45	380.13	355.35	346.69
22	447.74	400.49	382.99	357.97	349.23
23	451.35	403.61	385.92	360.62	351.82
24	454.96	406.73	388.85	363.26	354.46
25	457.67	409.39	391.52	365.90	357.11
26	460.38	412.06	394.18	368.54	359.75
27	463.00	414.73	396.85	371.19	362.39
28	465.50	417.39	399.52	373.83	365.03
29	469.66	421.38	403.43	378.46	369.03

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 2026-2027 pay dates are as follow:

- July 24, 2026
- August 25, 2026
- September 25, 2026
- October 23, 2026
- November 24, 2026
- December 18, 2026
- January 25, 2027
- February 25, 2027
- March 25, 2027
- April 23, 2027
- May 25, 2027
- June 25, 2027

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.
- 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.

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 2026-2027

	7/1/2026	
Step	FY26-27	
1	17.08	
2	17.26	
3	17.40	
4	17.59	
5	17.82	
6	18.04	
7	18.30	
8	18.55	
9	18.82	
10	19.10	
11	19.34	
12	19.59	
13	19.91	
14	20.17	
15	20.43	
16	20.71	
17	21.03	
18	21.34	
19	21.63	
20	21.94	
21	22.28	
26-27 Field Trip Rate \$19.23		

Classified Pay Schedule 2026-2027

Effective 7/1/26

Effective 7/1/26																									
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								

Administrative Salary Scales 2026-2027

Assistant Principal									
Step	OT/PT	Elementar y & Middle 220 Days	High School 220 Days	Assistant Director 240 Days	Elementar y Principal	Middle Principal	High Principal	Director I	Director II
0	\$ 54,591	\$ 77,032	\$ 77,272	\$ 87,418	\$ 91,260	\$ 93,607	\$ 98,304	\$ 92,921	\$ 105,340
1	\$ 55,319	\$ 78,111	\$ 78,351	\$ 88,653	\$ 92,554	\$ 94,936	\$ 99,703	\$ 94,239	\$ 106,594
2	\$ 56,058	\$ 79,207	\$ 79,447	\$ 89,908	\$ 93,867	\$ 96,285	\$ 101,122	\$ 95,577	\$ 107,863
3	\$ 56,808	\$ 80,319	\$ 80,559	\$ 91,180	\$ 95,199	\$ 97,654	\$ 102,563	\$ 96,935	\$ 109,147
4	\$ 57,570	\$ 81,449	\$ 81,688	\$ 92,473	\$ 96,551	\$ 99,042	\$ 104,027	\$ 98,313	\$ 110,450
5	\$ 58,342	\$ 82,594	\$ 82,833	\$ 93,784	\$ 97,924	\$ 100,452	\$ 105,511	\$ 99,711	\$ 111,768
6	\$ 59,125	\$ 83,758	\$ 83,998	\$ 95,115	\$ 99,316	\$ 101,883	\$ 107,017	\$ 101,132	\$ 113,101
7	\$ 59,921	\$ 84,938	\$ 85,178	\$ 96,466	\$ 100,731	\$ 103,335	\$ 108,547	\$ 102,573	\$ 114,452
8	\$ 60,729	\$ 86,137	\$ 86,376	\$ 97,837	\$ 102,165	\$ 104,810	\$ 110,100	\$ 104,035	\$ 115,819
9	\$ 61,550	\$ 87,354	\$ 87,592	\$ 99,229	\$ 103,623	\$ 106,306	\$ 111,675	\$ 105,521	\$ 117,203
10	\$ 62,381	\$ 88,588	\$ 88,827	\$ 100,642	\$ 105,101	\$ 107,824	\$ 113,274	\$ 107,028	\$ 118,606
11	\$ 63,226	\$ 89,842	\$ 90,081	\$ 102,076	\$ 106,601	\$ 109,366	\$ 114,899	\$ 108,557	\$ 120,025
12	\$ 64,084	\$ 91,113	\$ 91,352	\$ 103,531	\$ 108,125	\$ 110,931	\$ 116,545	\$ 110,109	\$ 121,462
13	\$ 64,954	\$ 92,404	\$ 92,643	\$ 105,008	\$ 109,671	\$ 112,519	\$ 118,218	\$ 111,686	\$ 122,917
14	\$ 65,837	\$ 93,714	\$ 93,953	\$ 106,507	\$ 111,240	\$ 114,131	\$ 119,915	\$ 113,285	\$ 124,391
15	\$ 66,733	\$ 95,044	\$ 95,283	\$ 108,029	\$ 112,833	\$ 115,767	\$ 121,638	\$ 114,885	\$ 125,865
16	\$ 67,644	\$ 96,394	\$ 96,633	\$ 109,574	\$ 114,450	\$ 117,429	\$ 123,388	\$ 116,462	\$ 127,320
17	\$ 68,566	\$ 97,764	\$ 98,003	\$ 111,142	\$ 116,091	\$ 119,114	\$ 125,162		
18	\$ 69,505	\$ 99,155	\$ 99,393	\$ 112,734	\$ 117,757	\$ 120,825	\$ 126,964		
19	\$ 70,456	\$ 100,566	\$ 100,805	\$ 114,348	\$ 119,447	\$ 122,561	\$ 128,792		
20	\$ 71,421	\$ 101,999	\$ 102,238	\$ 115,988	\$ 121,164	\$ 124,324	\$ 130,650		
21	\$ 72,402	\$ 103,452	\$ 103,692	\$ 117,652	\$ 122,906	\$ 126,114	\$ 132,533		
22	\$ 73,397	\$ 104,928	\$ 105,168	\$ 119,341	\$ 124,674	\$ 127,929	\$ 134,445		
23	\$ 74,407	\$ 106,428	\$ 106,667	\$ 121,056	\$ 126,468	\$ 129,773	\$ 136,386		
24	\$ 75,417	\$ 107,927	\$ 108,166	\$ 122,770	\$ 128,262	\$ 131,616	\$ 138,327		
25	\$ 76,287	\$ 109,218	\$ 109,456	\$ 124,247	\$ 129,808	\$ 133,204	\$ 140,000		

*Administrators will receive an additional \$1,000 for a Masters + 30 or \$1,500 for an Ed.S or \$2,000 for a Doctorate.

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

Administrative Organizational Key – (240 day)

Assistant Superintendent

Director I

- **Director of Adult Education**
- **Director of Child Nutrition**
- **Director of Federal Programs and Testing**
- **Director of Career and Technology**
- **Director of Technology**

Director II

- **Director of Administration**
- **Director of Curriculum and Instruction**
- **Director of Finance**
- **Director of The Office of Exceptional Children**
- **Director of School Counseling**
- **Director of Maintenance and Facilities**

Substitute Teacher Pay Schedule

Daily Rate

Certification	FY 2026-2027
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 position 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 position 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. Homebound Instruction

Teachers of homebound students are paid \$40 per hour.

4. 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

5. Tutors/Interventionist/Testing

Certified tutors are paid \$30 per hour.

Non-certified tutors are paid \$25 per hour.

6. Students

- Intercession/after school program tutors - \$15 per hour
- Summer custodial workers - \$11 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 2026-2027

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

