**BEAUFORT COUNTY SCHOOL DISTRICT**
**SALARY AND STIPEND SCHEDULES**
**2026 - 2027 SCHOOL YEAR**

# BEAUFORT COUNTY SCHOOL DISTRICT

**Alice Walton**
**Chief Administrative and Human Resources Services Officer**
**Effective: July 1, 2026**

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# PAYROLL INFORMATION

**Pay Schedule –** The following are the **26 pay dates** for the 2026–2027 school year:

| | |
|---|---|
| August 7, 2026 | February 5, 2027 |
| August 21, 2026 | February 19, 2027 |
| September 4, 2026 | March 5, 2027 |
| September 18, 2026 | March 19, 2027 |
| October 2, 2026 | April 2, 2027 |
| October 16, 2026 | April 16, 2027 |
| October 30, 2026 | April 30, 2027 |
| November 13, 2026 | May 14, 2027 |
| November 27, 2026 | May 28, 2027 |
| December 11, 2026 | June 11, 2027 |
| December 25, 2026 | June 25, 2027 |
| January 8, 2027 | July 9, 2027 |
| January 22, 2027 | July 23, 2027 |

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

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**Teacher Supply Allotment –** Teacher supply checks in the amount of ***$400.00*** will be distributed to schools on *July 31, 2026.*

Teachers hired after *November 30* are not eligible to receive this allotment.

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**W-2 Distribution –** W-2 forms for the 2026 calendar year will be distributed to employees in *January 2027.*

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**Teaching Certificates and Salary Adjustments –** It is the responsibility of each teacher to notify the Human Resources Department of any changes to their teaching certificate. Human Resources will make the appropriate adjustments to the employee's salary based on the updated certification.

Retroactive pay related to certification changes will be applied based on the **effective date** of the certificate, as determined by the South Carolina Department of Education. This applies to certificates issued both *before and after November 1.*

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**Locality Supplement –** All budgeted FTE positions are eligible to receive a locality supplement based on the FTE rate of the position.

The annual locality supplement of ***$1,500.00*** will be paid in two equal installments:

- ***$750.00*** on the *first pay date in December*
- ***$750.00*** on the *last pay date in May*

Employees hired after the beginning of the semester will receive a prorated amount based on the number of days worked.

## PAYROLL INFORMATION

Employees who separate from the district prior to the scheduled payment dates are **not eligible** to receive the remaining locality supplement.

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**Payment for Lapsed Leave –** Employees who lose accrued vacation and/or sick leave during the school year (*July 1 through June 30*) will be compensated for those lapsed days at a rate of **one-half** of the employee's daily rate of pay.

Final leave accruals will be calculated at the end of *June*, and payment for eligible lapsed days will be issued in *July*.

## BEGINNING AND ENDING WORK DATES

| | | |
|---|---|---|
| **180 DAYS OF EMPLOYMENT** | **BEGINNING DATE** | **ENDING DATE** |
| | **08/07/2026** | **05/25/2027** |
| | | |
| **182 DAYS OF EMPLOYMENT** | **BEGINNING DATE** | **ENDING DATE** |
| | **08/06/2026** | **05/25/2027** |
| **Employees in this Group will attend Staff Development on 02/12/2027** | | |
| | | |
| **190 DAYS OF EMPLOYMENT** | **BEGINNING DATE** | **ENDING DATE** |
| | **07/31/2026** | **05/28/2027** |
| | | |
| **195 DAYS OF EMPLOYMENT** | **BEGINNING DATE** | **ENDING DATE** |
| | **07/24/2026** | **05/28/2027** |
| | | |
| **205 DAYS OF EMPLOYMENT** | **BEGINNING DATE** | **ENDING DATE** |
| | **07/17/2026** | **06/07/2027** |
| | | |
| **210 DAYS OF EMPLOYMENT** | **BEGINNING DATE** | **ENDING DATE** |
| | **07/17/2026** | **06/14/2027** |
| | | |
| **220 DAYS OF EMPLOYMENT** | **BEGINNING DATE** | **ENDING DATE** |
| | **07/10/2026** | **06/22/2027** |
| | | |
| **240 DAYS OF EMPLOYMENT** | **SEE 240 DAY CALENDAR ON PAGE #8.** | |
| | | |
| **260 DAYS OF EMPLOYMENT** | **SEE 260 DAY CALENDAR ON PAGE #9.** | |
| | | |

**Work Schedule and Calendar Expectations –**

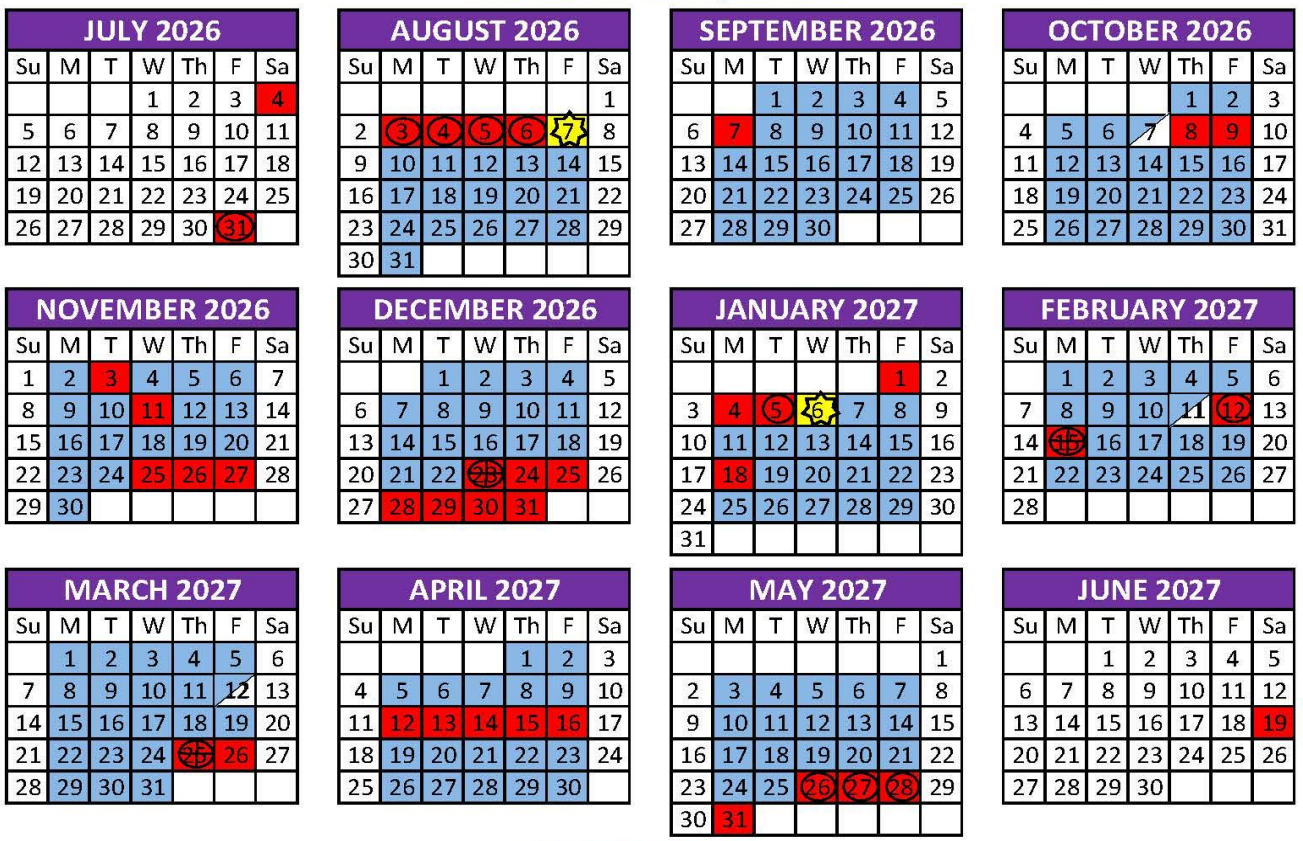
**Note:** Half days identified on the Academic Calendar apply to students only. All employees are required to work their full, regular workday schedule on these dates.

**Note:** The Academic Calendar designates specific Professional Development days that staff are required to attend.

BEAUFORT COUNTY SCHOOL DISTRICT

## 2026-2027 Academic School Calendar
## All Beaufort County Schools

BEAUFORT COUNTY SCHOOL DISTRICT




Modified Year-Round Calendar

**Semesters/Quarters**

1st Semester: Aug. 7 -Dec. 22
1st Quarter: Aug. 7 -Oct. 13
2nd Quarter: Oct. 14 -Dec. 22
2nd Semester: January 6 - May 25
3rd Quarter: January 6 - March 12
4th Quarter: March 15 - May 25

**Progress Reports**

Quarter 1: September 11
Quarter 2: November 20
Quarter 3: February 11
Quarter 4: April 23

**Report Card Distribution**

Quarter 1: October 23
Quarter 2: January 8
Quarter 3: March 19
Quarter 4: May 28

**Accountability Days**

October 13 - 45th day
March 12 - 135th day

**Holidays/Vacation**

July 4 Independence Day
September 7 Labor Day
October 8 - 9 Fall Break
November 3 Election Day
November 11 Veterans Day
November 25 - 27 Thanksgiving Break
December 23 - January 5 Winter Break
January 18 Martin Luther King Jr. Day
February 12 No School for Students
February 15 Presidents' Day
March 25 No School for Students
March 26 Good Friday
April 12-16 Spring Break
May 31 Memorial Day
June 19 Juneteenth

**Weather make-up days (if needed)**
**(Or No School)**

December 23
February 15
March 25

**Early Dismissal for Students**

October 7
February 11
March 12

**Professional Development**
**(No School for Students)**

July 31 - August 6
January 5
February 12
May 26 - 28

| |
|---|
| 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**

Battery Creek High: May 24, 7:00pm
Hilton Head Island High: May 25, 7:00pm
Whale Branch Early College: May 26, 7pm
May River High: May 27, 7:00pm
Beaufort High: May 28, 7:00pm
Bluffton High: May 29, 10:00am
Make-up: May 29, 7:00pm
*Summer Graduation - August

BCSD is a SCDE approved eLearning district. The current provision allows the district to use up to five (5) days in eLearning. These days are for emergency situations, such as inclement weather or utility interruptions. They are not planned days on the calendar.

Board Approved 05-06-2025
Updated 05-06-2026

# 240 Day Calendar
# 2026 - 2027 School Year

**JULY 2026**

| Su | M | T | W | Th | F | Sa |
|---|---|---|---|---|---|---|
| | | | 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 |
| 26 | 27 | 28 | 29 | 30 | 31 | |
| | | | | | | 12 |

**AUGUST 2026**

| Su | M | T | W | Th | F | Sa |
|---|---|---|---|---|---|---|
| | | | | | | 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 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | 21 |

**SEPTEMBER 2026**

| Su | M | T | W | Th | F | Sa |
|---|---|---|---|---|---|---|
| | | 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 | 26 |
| 27 | 28 | 29 | 30 | | | |
| | | | | | | 21 |

**OCTOBER 2026**

| Su | M | T | W | Th | F | Sa |
|---|---|---|---|---|---|---|
| | | | | 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 | 26 | 27 | 28 | 29 | 30 | 31 |
| | | | | | | 20 |

**NOVEMBER 2026**

| Su | M | T | W | Th | F | Sa |
|---|---|---|---|---|---|---|
| 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 | 26 | 27 | 28 |
| 29 | 30 | | | | | |
| | | | | | | 16 |

**DECEMBER 2026**

| Su | M | T | W | Th | F | Sa |
|---|---|---|---|---|---|---|
| | | 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 | 26 |
| 27 | 28 | 29 | 30 | 31 | | |
| | | | | | | 17 |

**JANUARY 2027**

| Su | M | T | W | Th | F | Sa |
|---|---|---|---|---|---|---|
| | | | | | 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 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | 18 |

**FEBRUARY 2027**

| Su | M | T | W | Th | F | Sa |
|---|---|---|---|---|---|---|
| | 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 | 26 | 27 |
| 28 | | | | | | |
| | | | | | | 19 |

**MARCH 2027**

| Su | M | T | W | Th | F | Sa |
|---|---|---|---|---|---|---|
| | 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 | 26 | 27 |
| 28 | 29 | 30 | 31 | | | |
| | | | | | | 22 |

**APRIL 2027**

| Su | M | T | W | Th | F | Sa |
|---|---|---|---|---|---|---|
| | | | | 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 | 26 | 27 | 28 | 29 | 30 | |
| | | | | | | 17 |

**MAY 2027**

| Su | M | T | W | Th | F | Sa |
|---|---|---|---|---|---|---|
| | | | | | | 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 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | 20 |

**JUNE 2027**

| Su | M | T | W | Th | F | Sa |
|---|---|---|---|---|---|---|
| | | 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 | 26 |
| 27 | 28 | 29 | 30 | | | |
| | | | | | | 21 |

Weekends = 102 | Non-Workdays = 21 | Holidays = 16 | Workdays = 224

July 4 - Independence Day
September 7 - Labor Day
November 3 - Election Day
November 11 - Veteran's Day
November 25, 26, 27 - Thanksgiving
December 24, 25, 28 - Winter Break

January 1 - New Year's
January 18 - Martin Luther King Jr.
February 15 - President's Day
March 26 - Good Friday
May 31 - Memorial Day
June 19 - Juneteenth

*Approved by Alice W. Walton, Chief Administrative and Human Resources Officer on April 9, 2026.*

# 260 Day Calendar
# 2026 - 2027 School Year

**JULY 2026**

| Su | M | T | W | Th | F | Sa |
|---|---|---|---|---|---|---|
| | | | 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 |
| 26 | 27 | 28 | 29 | 30 | 31 | |
| | | | | | | 22 |

**AUGUST 2026**

| Su | M | T | W | Th | F | Sa |
|---|---|---|---|---|---|---|
| | | | | | | 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 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | 21 |

**SEPTEMBER 2026**

| Su | M | T | W | Th | F | Sa |
|---|---|---|---|---|---|---|
| | | 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 | 26 |
| 27 | 28 | 29 | 30 | | | |
| | | | | | | 21 |

**OCTOBER 2026**

| Su | M | T | W | Th | F | Sa |
|---|---|---|---|---|---|---|
| | | | | 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 | 26 | 27 | 28 | 29 | 30 | 31 |
| | | | | | | 22 |

**NOVEMBER 2026**

| Su | M | T | W | Th | F | Sa |
|---|---|---|---|---|---|---|
| 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 | 26 | 27 | 28 |
| 29 | 30 | | | | | |
| | | | | | | 16 |

**DECEMBER 2026**

| Su | M | T | W | Th | F | Sa |
|---|---|---|---|---|---|---|
| | | 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 | 26 |
| 27 | 28 | 29 | 30 | 31 | | |
| | | | | | | 17 |

**JANUARY 2027**

| Su | M | T | W | Th | F | Sa |
|---|---|---|---|---|---|---|
| | | | | | 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 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | 19 |

**FEBRUARY 2027**

| Su | M | T | W | Th | F | Sa |
|---|---|---|---|---|---|---|
| | 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 | 26 | 27 |
| 28 | | | | | | |
| | | | | | | 19 |

**MARCH 2027**

| Su | M | T | W | Th | F | Sa |
|---|---|---|---|---|---|---|
| | 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 | 26 | 27 |
| 28 | 29 | 30 | 31 | | | |
| | | | | | | 22 |

**APRIL 2027**

| Su | M | T | W | Th | F | Sa |
|---|---|---|---|---|---|---|
| | | | | 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 | 26 | 27 | 28 | 29 | 30 | |
| | | | | | | 22 |

**MAY 2027**

| Su | M | T | W | Th | F | Sa |
|---|---|---|---|---|---|---|
| | | | | | | 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 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | 20 |

**JUNE 2027**

| Su | M | T | W | Th | F | Sa |
|---|---|---|---|---|---|---|
| | | 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 | 26 |
| 27 | 28 | 29 | 30 | | | |
| | | | | | | 21 |

Weekends = 102 | Holidays = 16 | Workdays = 242 | Charged Annual Leave = 2 | Non-Charged Annual Leave = 1

July 4 - Independence Day
September 7 - Labor Day
November 3 - Election Day
November 11 - Veteran's Day
November 25, 26, 27 - Thanksgiving
December 24, 25, 28 - Winter Break

January 1 - New Year's
January 18 - Martin Luther King Jr.
February 15 - President's Day
March 26 - Good Friday
May 31 - Memorial Day
June 19 - Juneteenth

*Approved by Alice W. Walton, Chief Administrative and Human Resources Officer on April 9, 2026.*

## ADMINISTRATIVE STAFF SALARY LEVELS

| POSITION TITLE | HOURS PER DAY | DAYS PER YEAR | SALARY LEVEL | MINIMUM HOURLY RATE | MAXIMUM HOURLY RATE |
|---|---|---|---|---|---|
| Accounting Analyst | 8 | 260 | 201 | $36.31 | 53.11 |
| 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 | $38.00 | 55.73 |
| | | | | | |
| Coordinator of Business Systems | 8 | 260 | 203 | $39.77 | $58.46 |
| Coordinator of Protective Services | 8 | 260 | | | |
| 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 | | | |
| System Support Specialist II | 8 | 260 | | | |
| | | | | | |
| Coordinator of Assessment | 8 | 260 | 204 | $41.64 | $61.33 |
| Coordinator of Budget | 8 | 260 | | | |
| Coordinator of Community / AFT | 8 | 260 | | | |
| Coordinator of Early Childhood and Parent Education | 8 | 260 | | | |
| Coordinator of Energy Management | 8 | 260 | | | |
| Coordinator of HR Information Systems | 8 | 260 | | | |
| Coordinator of Payroll Processes | 8 | 260 | | | |
| Coordinator of Title 1 | 8 | 260 | | | |
| MLP Compliance Mgmt. Specialist | 8 | 240 | | | |
| MSAP II Family Outreach Specialist | 8 | 260 | | | |
| Professional Growth / PCS Manager | 8 | 260 | | | |
| Senior Accountant | 8 | 260 | | | |
| Systems Support Area Supervisor | 8 | 260 | | | |
| Talent Acquisition Specialist | 8 | 260 | | | |

## ADMINISTRATIVE STAFF SALARY LEVELS

| POSITION TITLE | HOURS PER DAY | DAYS PER YEAR | SALARY LEVEL | MINIMUM HOURLY RATE | MAXIMUM HOURLY RATE |
|---|---|---|---|---|---|
| Coordinator of Benefits | 8 | 260 | 205 | $43.62 | $64.36 |
| 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 | $45.71 | $67.65 |
| Coordinator of Autism | 8 | 240 | | | |
| Coordinator of CATE | 8 | 260 | | | |
| Coordinator of CTE Compliance & Safety | 8 | 260 | | | |
| Coordinator of CTE Workforce Dev | 8 | 240 | | | |
| Coordinator of Perform/Visual Arts | 8 | 240 | | | |
| Coordinator of Elementary Math | 8 | 240 | | | |
| Coordinator of Library and Media Services | 8 | 260 | | | |
| Coordinator of Educator Development | 8 | 260 | | | |
| Coordinator of Physical Education/Health | 8 | 240 | | | |
| Coordinator of Recruiting | 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 | | | |

## 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 | $47.90 | $71.07 |
| Administrator of Student Support | 8 | 260 | | | |
| Assistant Principal – Elementary Schools | 8 | 210 | | | |
| Athletic Director | 8 | 220 | | | |
| Capital Programs Education Manager | 8 | 260 | | | |
| Crisis Prevention Specialist | 8 | 260 | | | |
| Director of 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 Educator Quality | 8 | 260 | | | |
| Director of Educational Technology | 8 | 260 | | | |
| Director of Employee Services | 8 | 260 | | | |
| Director of Facilities, Plan & Construct | 8 | 260 | | | |
| Director of Finance | 8 | 260 | | | |
| Director of Fine & Performing Arts | 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 Protective Services | 8 | 260 | | | |
| Director of Readiness | 8 | 260 | | | |
| Director of Risk Management/Safety | 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 | | | |
| Project Management of Construction | 8 | 260 | | | |

## ADMINISTRATIVE STAFF SALARY LEVELS

| POSITION TITLE | HOURS PER DAY | DAYS PER YEAR | SALARY LEVEL | MINIMUM HOURLY RATE | MAXIMUM HOURLY RATE |
|---|---|---|---|---|---|
| Assistant Director of Alternative Programs | 8 | 220 | 208 | $50.22 | $74.64 |
| Assistant Principal – Middle Schools | 8 | 210 | | | |
| Autism Program Manager | 8 | 210 | | | |
| Dean of Students (High School) | 8 | 220 | | | |
| | | | | | |
| Assistant Director of Academy for Career Excellence | 8 | 220 | 209 | $52.68 | $78.47 |
| Assistant Principal – High Schools | 8 | 220 | | | |
| Director of Alternative Programs | 8 | 260 | | | |
| Director of District Athletics | 8 | 260 | | | |
| Principal – Elementary Schools | 8 | 260 | | | |
| | | | | | |
| Human Resources Administrator | 8 | 260 | 210 | $55.26 | $82.46 |
| Human Resources Generalist | 8 | 260 | | | |
| Principal – Middle Schools | 8 | 260 | | | |
| | | | | | |
| Head of Transportation | 8 | 260 | 211 | $57.98 | $86.66 |
| Principal – High Schools | 8 | 260 | | | |
| | | | | | |
| Executive Director of Curriculum and Instruction | 8 | 260 | 212 | $63.89 | $95.81 |
| Executive Director of Schools | 8 | 260 | | | |
| Instructional Services Officer | 8 | 260 | | | |
| Technology Services Officer | 8 | 260 | | | |
| | | | | | |
| Chief Communications Officer | 8 | 260 | 213 | $63.89 | $95.81 |
| Chief Legal Officer | 8 | 260 | | | |
| Chief Operations Officer | 8 | 260 | | | |
| Chief Student Services Officer | 8 | 260 | | | |
| | | | | | |
| Chief Administrative and Human Resources Services Officer | 8 | 260 | 214 | $67.09 | $100.75 |
| Chief Financial Officer | 8 | 260 | | | |
| Chief Instructional Services Officer | 8 | 260 | | | |
| | | | | | |
| Deputy Superintendent / Chief of Schools | 8 | 260 | 215 | $70.46 | $106.00 |

BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2026-2027 School Year

# 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 | $ 36.31 | $ 38.00 | $ 39.77 | $ 41.64 | $ 43.62 | $ 45.71 | $ 47.90 | $ 50.22 | $ 52.68 | $ 55.26 | $ 57.98 | $ 60.86 | $ 63.89 | $ 67.09 | $ 70.46 |
| 1 | $ 36.75 | $ 38.45 | $ 40.26 | $ 42.15 | $ 44.16 | $ 46.28 | $ 48.51 | $ 50.86 | $ 53.34 | $ 55.96 | $ 58.73 | $ 61.64 | $ 64.71 | $ 67.96 | $ 71.39 |
| 2 | $ 37.19 | $ 38.92 | $ 40.75 | $ 42.68 | $ 44.71 | $ 46.86 | $ 49.12 | $ 51.51 | $ 54.02 | $ 56.68 | $ 59.47 | $ 62.44 | $ 65.56 | $ 68.85 | $ 72.31 |
| 3 | $ 37.64 | $ 39.39 | $ 41.25 | $ 43.20 | $ 45.26 | $ 47.44 | $ 49.73 | $ 52.15 | $ 54.70 | $ 57.40 | $ 60.24 | $ 63.24 | $ 66.41 | $ 69.75 | $ 73.26 |
| 4 | $ 38.10 | $ 39.88 | $ 41.75 | $ 43.74 | $ 45.83 | $ 48.03 | $ 50.36 | $ 52.82 | $ 55.41 | $ 58.14 | $ 61.02 | $ 64.07 | $ 67.28 | $ 70.65 | $ 74.23 |
| 5 | $ 38.55 | $ 40.36 | $ 42.26 | $ 44.27 | $ 46.40 | $ 48.64 | $ 50.99 | $ 53.49 | $ 56.11 | $ 58.88 | $ 61.80 | $ 64.89 | $ 68.15 | $ 71.58 | $ 75.20 |
| 6 | $ 39.02 | $ 40.85 | $ 42.79 | $ 44.83 | $ 46.98 | $ 49.24 | $ 51.64 | $ 54.17 | $ 56.83 | $ 59.64 | $ 62.61 | $ 65.74 | $ 69.04 | $ 72.51 | $ 76.19 |
| 7 | $ 39.50 | $ 41.35 | $ 43.31 | $ 45.39 | $ 47.56 | $ 49.87 | $ 52.30 | $ 54.86 | $ 57.56 | $ 60.41 | $ 63.42 | $ 66.60 | $ 69.94 | $ 73.47 | $ 77.20 |
| 8 | $ 39.98 | $ 41.86 | $ 43.85 | $ 45.94 | $ 48.16 | $ 50.49 | $ 52.95 | $ 55.55 | $ 58.29 | $ 61.19 | $ 64.24 | $ 67.45 | $ 70.85 | $ 74.43 | $ 78.21 |
| 9 | $ 40.47 | $ 42.38 | $ 44.39 | $ 46.52 | $ 48.76 | $ 51.14 | $ 53.63 | $ 56.26 | $ 59.05 | $ 61.98 | $ 65.07 | $ 68.34 | $ 71.78 | $ 75.41 | $ 79.25 |
| 10 | $ 40.96 | $ 42.90 | $ 44.94 | $ 47.10 | $ 49.38 | $ 51.78 | $ 54.31 | $ 56.99 | $ 59.81 | $ 62.78 | $ 65.92 | $ 69.23 | $ 72.73 | $ 76.40 | $ 80.29 |
| 11 | $ 41.46 | $ 43.42 | $ 45.50 | $ 47.69 | $ 50.00 | $ 52.43 | $ 55.00 | $ 57.71 | $ 60.58 | $ 63.59 | $ 66.77 | $ 70.13 | $ 73.67 | $ 77.41 | $ 81.35 |
| 12 | $ 41.98 | $ 43.97 | $ 46.07 | $ 48.28 | $ 50.62 | $ 53.10 | $ 55.71 | $ 58.46 | $ 61.36 | $ 64.41 | $ 67.64 | $ 71.05 | $ 74.64 | $ 78.43 | $ 82.43 |
| 13 | $ 42.49 | $ 44.50 | $ 46.65 | $ 48.90 | $ 51.27 | $ 53.78 | $ 56.42 | $ 59.21 | $ 62.15 | $ 65.25 | $ 68.52 | $ 71.98 | $ 75.62 | $ 79.47 | $ 83.53 |
| 14 | $ 43.01 | $ 45.06 | $ 47.22 | $ 49.51 | $ 51.92 | $ 54.46 | $ 57.14 | $ 59.96 | $ 62.95 | $ 66.09 | $ 69.42 | $ 72.93 | $ 76.62 | $ 80.52 | $ 84.63 |
| 15 | $ 43.55 | $ 45.62 | $ 47.82 | $ 50.13 | $ 52.58 | $ 55.15 | $ 57.87 | $ 60.74 | $ 63.77 | $ 66.96 | $ 70.33 | $ 73.89 | $ 77.63 | $ 81.59 | $ 85.76 |
| 16 | $ 44.08 | $ 46.19 | $ 48.42 | $ 50.77 | $ 53.24 | $ 55.85 | $ 58.62 | $ 61.52 | $ 64.59 | $ 67.83 | $ 71.24 | $ 74.86 | $ 78.66 | $ 82.67 | $ 86.89 |
| 17 | $ 44.63 | $ 46.77 | $ 49.02 | $ 51.40 | $ 53.92 | $ 56.58 | $ 59.36 | $ 62.32 | $ 65.43 | $ 68.71 | $ 72.18 | $ 75.84 | $ 79.69 | $ 83.76 | $ 88.05 |
| 18 | $ 45.19 | $ 47.35 | $ 49.64 | $ 52.06 | $ 54.60 | $ 57.29 | $ 60.13 | $ 63.12 | $ 66.28 | $ 69.62 | $ 73.13 | $ 76.83 | $ 80.74 | $ 84.88 | $ 89.22 |
| 19 | $ 45.74 | $ 47.95 | $ 50.27 | $ 52.72 | $ 55.31 | $ 58.02 | $ 60.90 | $ 63.94 | $ 67.14 | $ 70.52 | $ 74.09 | $ 77.84 | $ 81.81 | $ 86.00 | $ 90.41 |
| 20 | $ 46.31 | $ 48.54 | $ 50.90 | $ 53.39 | $ 56.01 | $ 58.77 | $ 61.69 | $ 64.77 | $ 68.02 | $ 71.44 | $ 75.06 | $ 78.87 | $ 82.89 | $ 87.14 | $ 91.62 |
| 21 | $ 46.89 | $ 49.15 | $ 51.55 | $ 54.07 | $ 56.72 | $ 59.53 | $ 62.48 | $ 65.62 | $ 68.90 | $ 72.38 | $ 76.05 | $ 79.92 | $ 84.00 | $ 88.30 | $ 92.84 |
| 22 | $ 47.48 | $ 49.78 | $ 52.20 | $ 54.75 | $ 57.45 | $ 60.30 | $ 63.30 | $ 66.46 | $ 69.81 | $ 73.33 | $ 77.05 | $ 80.97 | $ 85.11 | $ 89.48 | $ 94.08 |
| 23 | $ 48.07 | $ 50.40 | $ 52.85 | $ 55.45 | $ 58.19 | $ 61.07 | $ 64.12 | $ 67.33 | $ 70.72 | $ 74.29 | $ 78.07 | $ 82.04 | $ 86.24 | $ 90.67 | $ 95.34 |
| 24 | $ 48.67 | $ 51.04 | $ 53.53 | $ 56.16 | $ 58.94 | $ 61.86 | $ 64.95 | $ 68.20 | $ 71.64 | $ 75.27 | $ 79.09 | $ 83.13 | $ 87.38 | $ 91.87 | $ 96.61 |
| 25 | $ 49.29 | $ 51.68 | $ 54.21 | $ 56.88 | $ 59.70 | $ 62.66 | $ 65.79 | $ 69.09 | $ 72.58 | $ 76.26 | $ 80.14 | $ 84.23 | $ 88.55 | $ 93.10 | $ 97.90 |
| 26 | $ 49.91 | $ 52.34 | $ 54.90 | $ 57.60 | $ 60.46 | $ 63.48 | $ 66.65 | $ 70.00 | $ 73.53 | $ 77.26 | $ 81.20 | $ 85.34 | $ 89.72 | $ 94.35 | $ 99.22 |
| 27 | $ 50.54 | $ 53.00 | $ 55.60 | $ 58.33 | $ 61.22 | $ 64.29 | $ 67.52 | $ 70.90 | $ 74.49 | $ 78.28 | $ 82.26 | $ 86.47 | $ 90.91 | $ 95.60 | $ 100.54 |
| 28 | $ 51.17 | $ 53.67 | $ 56.30 | $ 59.07 | $ 61.99 | $ 65.12 | $ 68.39 | $ 71.82 | $ 75.46 | $ 79.30 | $ 83.34 | $ 87.62 | $ 92.11 | $ 96.86 | $ 101.88 |
| 29 | $ 51.81 | $ 54.35 | $ 57.01 | $ 59.81 | $ 62.77 | $ 65.95 | $ 69.27 | $ 72.75 | $ 76.45 | $ 80.34 | $ 84.43 | $ 88.77 | $ 93.33 | $ 98.14 | $ 103.24 |
| 30 | $ 52.46 | $ 55.04 | $ 57.73 | $ 60.56 | $ 63.56 | $ 66.80 | $ 70.16 | $ 73.68 | $ 77.45 | $ 81.39 | $ 85.54 | $ 89.94 | $ 94.56 | $ 99.44 | $ 104.61 |
| 31+ | $ 53.11 | $ 55.73 | $ 58.46 | $ 61.33 | $ 64.36 | $ 67.65 | $ 71.07 | $ 74.64 | $ 78.47 | $ 82.46 | $ 86.66 | $ 91.13 | $ 95.81 | $ 100.75 | $ 106.00 |

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

## CERTIFIED STAFF
## SALARY CLASSIFICATIONS and YEARS OF EXPERIENCE

| STEP | BA | BA+18 | MA | MA+30 | PHD/EDD |
|---|---|---|---|---|---|
| 0 | $ 62,587 | $ 64,490 | $ 68,787 | $ 72,589 | $ 78,296 |
| 1 | $ 62,587 | $ 64,490 | $ 68,787 | $ 72,589 | $ 78,296 |
| 2 | $ 62,587 | $ 64,490 | $ 68,787 | $ 72,589 | $ 78,296 |
| 3 | $ 62,587 | $ 64,490 | $ 68,787 | $ 72,589 | $ 78,296 |
| 4 | $ 62,587 | $ 64,490 | $ 68,787 | $ 72,589 | $ 78,296 |
| 5 | $ 62,587 | $ 64,490 | $ 68,787 | $ 72,589 | $ 78,296 |
| 6 | $ 63,653 | $ 65,553 | $ 69,927 | $ 73,732 | $ 79,816 |
| 7 | $ 64,678 | $ 66,580 | $ 71,067 | $ 74,873 | $ 81,338 |
| 8 | $ 65,745 | $ 67,646 | $ 72,209 | $ 76,014 | $ 82,860 |
| 9 | $ 66,770 | $ 68,672 | $ 73,350 | $ 77,155 | $ 84,380 |
| 10 | $ 67,835 | $ 69,737 | $ 74,491 | $ 78,296 | $ 85,901 |
| 11 | $ 68,863 | $ 70,764 | $ 75,633 | $ 79,436 | $ 87,422 |
| 12 | $ 69,927 | $ 71,829 | $ 76,773 | $ 80,577 | $ 88,946 |
| 13 | $ 70,954 | $ 72,856 | $ 77,915 | $ 81,717 | $ 90,466 |
| 14 | $ 72,020 | $ 73,922 | $ 79,057 | $ 82,860 | $ 91,987 |
| 15 | $ 73,046 | $ 74,948 | $ 80,198 | $ 84,001 | $ 93,511 |
| 16 | $ 74,110 | $ 76,014 | $ 81,338 | $ 85,141 | $ 95,031 |
| 17 | $ 75,140 | $ 77,041 | $ 82,479 | $ 86,282 | $ 96,553 |
| 18 | $ 76,129 | $ 78,032 | $ 83,546 | $ 87,383 | $ 98,003 |
| 19 | $ 77,128 | $ 79,031 | $ 84,637 | $ 88,505 | $ 99,484 |
| 20 | $ 78,153 | $ 80,057 | $ 85,753 | $ 89,645 | $ 100,987 |
| 21 | $ 79,151 | $ 81,086 | $ 86,879 | $ 90,837 | $ 102,371 |
| 22 | $ 80,160 | $ 82,128 | $ 88,016 | $ 92,044 | $ 103,777 |
| 23 | $ 81,187 | $ 83,188 | $ 89,177 | $ 93,269 | $ 105,203 |
| 24 | $ 82,225 | $ 84,260 | $ 90,352 | $ 94,514 | $ 106,648 |
| 25 | $ 83,309 | $ 85,379 | $ 91,573 | $ 95,806 | $ 108,147 |
| 26 | $ 84,411 | $ 86,516 | $ 92,816 | $ 97,120 | $ 109,671 |
| 27 | $ 85,535 | $ 87,671 | $ 94,066 | $ 98,434 | $ 111,174 |
| 28 | $ 86,670 | $ 88,837 | $ 95,340 | $ 99,763 | $ 112,698 |
| 29 | $ 87,805 | $ 90,019 | $ 96,632 | $ 101,110 | $ 114,243 |
| 30 | $ 88,957 | $ 91,218 | $ 97,940 | $ 102,471 | $ 115,807 |
| 31+ | $ 90,122 | $ 92,431 | $ 99,262 | $ 103,854 | $ 117,393 |

**Special Education Stipend (Certified Staff) –**
Certified staff assigned to a Special Education classroom will receive a 6% stipend for the 2026–2027 school year. The stipend will be calculated based on the employee's base annual salary and will be distributed over 26 pay periods during the school year. This stipend is subject to annual review and approval by the Board of Education.

## OCCUPATIONAL THERAPIST AND PHYSICAL THERAPIST SALARY SCHEDULE, YEARS OF EXPERIENCE and HOURLY RATES

| STEP | HOURLY RATE | DAILY RATE | ANNUAL SALARY |
|---|---|---|---|
| 0 | $ 45.24 | $ 339.30 | $ 64,467 |
| 1 | $ 45.98 | $ 344.82 | $ 65,516 |
| 2 | $ 46.73 | $ 350.45 | $ 66,586 |
| 3 | $ 47.49 | $ 356.19 | $ 67,676 |
| 4 | $ 48.27 | $ 362.03 | $ 68,785 |
| 5 | $ 49.06 | $ 367.96 | $ 69,913 |
| 6 | $ 49.87 | $ 374.03 | $ 71,065 |
| 7 | $ 50.69 | $ 380.18 | $ 72,235 |
| 8 | $ 51.53 | $ 386.46 | $ 73,427 |
| 9 | $ 52.38 | $ 392.84 | $ 74,640 |
| 10 | $ 53.25 | $ 399.35 | $ 75,876 |
| 11 | $ 54.13 | $ 405.97 | $ 77,134 |
| 12 | $ 55.03 | $ 412.70 | $ 78,414 |
| 13 | $ 55.94 | $ 419.57 | $ 79,719 |
| 14 | $ 56.87 | $ 426.56 | $ 81,047 |
| 15 | $ 57.82 | $ 433.68 | $ 82,399 |
| 16 | $ 58.79 | $ 440.93 | $ 83,776 |
| 17 | $ 59.77 | $ 448.30 | $ 85,177 |
| 18 | $ 60.78 | $ 455.82 | $ 86,607 |
| 19 | $ 61.79 | $ 463.46 | $ 88,058 |
| 20 | $ 62.83 | $ 471.25 | $ 89,537 |
| 21 | $ 63.89 | $ 479.18 | $ 91,044 |
| 22 | $ 64.97 | $ 487.26 | $ 92,578 |
| 23 | $ 66.06 | $ 495.47 | $ 94,140 |
| 24 | $ 67.18 | $ 503.84 | $ 95,729 |
| 25 | $ 68.39 | $ 512.90 | $ 97,450 |
| 26 | $ 69.62 | $ 522.12 | $ 99,202 |
| 27 | $ 70.89 | $ 531.67 | $ 101,017 |
| 28 | $ 72.19 | $ 541.39 | $ 102,864 |
| 29 | $ 73.51 | $ 551.30 | $ 104,747 |
| 30 | $ 74.85 | $ 561.39 | $ 106,664 |
| 31+ | $ 76.22 | $ 571.66 | $ 108,616 |

**Hours Per Day - 7.5**
**Days Per Year - 190**
**Steps equal actual full years of work as an OT or PT.**

## REGISTERED NURSES AND SOCIAL WORKERS
## SALARY SCHEDULE, YEARS OF EXPERIENCE and HOURLY RATES

| STEP | HOURLY RATE | DAILY RATE | ANNUAL SALARY |
|---|---|---|---|
| 0 | $ 33.22 | $ 265.80 | $ 50,502 |
| 1 | $ 33.72 | $ 269.75 | $ 51,253 |
| 2 | $ 34.22 | $ 273.77 | $ 52,017 |
| 3 | $ 34.73 | $ 277.86 | $ 52,793 |
| 4 | $ 35.25 | $ 282.00 | $ 53,581 |
| 5 | $ 35.78 | $ 286.21 | $ 54,380 |
| 6 | $ 36.31 | $ 290.48 | $ 55,192 |
| 7 | $ 36.85 | $ 294.82 | $ 56,016 |
| 8 | $ 37.40 | $ 299.22 | $ 56,851 |
| 9 | $ 37.96 | $ 303.69 | $ 57,701 |
| 10 | $ 38.53 | $ 308.22 | $ 58,563 |
| 11 | $ 39.10 | $ 312.83 | $ 59,438 |
| 12 | $ 39.69 | $ 317.51 | $ 60,327 |
| 13 | $ 40.27 | $ 322.19 | $ 61,216 |
| 14 | $ 40.87 | $ 326.93 | $ 62,117 |
| 15 | $ 41.47 | $ 331.75 | $ 63,033 |
| 16 | $ 42.08 | $ 336.64 | $ 63,962 |
| 17 | $ 42.70 | $ 341.60 | $ 64,904 |
| 18 | $ 43.33 | $ 346.64 | $ 65,862 |
| 19 | $ 43.97 | $ 351.76 | $ 66,835 |
| 20 | $ 44.62 | $ 356.95 | $ 67,820 |
| 21 | $ 45.28 | $ 362.22 | $ 68,822 |
| 22 | $ 45.95 | $ 367.56 | $ 69,837 |
| 23 | $ 46.62 | $ 373.00 | $ 70,869 |
| 24 | $ 47.31 | $ 378.50 | $ 71,916 |
| 25 | $ 48.01 | $ 384.09 | $ 72,978 |
| 26 | $ 48.72 | $ 389.77 | $ 74,056 |
| 27 | $ 49.45 | $ 395.62 | $ 75,167 |
| 28 | $ 50.19 | $ 401.54 | $ 76,293 |
| 29 | $ 50.95 | $ 407.57 | $ 77,437 |
| 30 | $ 51.71 | $ 413.68 | $ 78,599 |
| 31 | $ 52.49 | $ 419.88 | $ 79,778 |

Hours Per Day - 8.0
Days Per Year - 190

Steps equal actual full years of work as a Registered Nurse or Social Worker.

## 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 | $13.73 | $9.70 |
| | | | | | |
| Custodian | 8 | 260 | 102 | $14.42 | $31.28 |
| | | | | | |
| Administrative Associate | 8 | 190 or 260 | 103 | $15.16 | $32.95 |
| Food Service Manager | 8 | 182 | | | |
| | | | | | |
| Head Custodian | 8 | 260 | 104 | $15.94 | $34.71 |
| 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 | $16.76 | $36.57 |
| Special Education Assistant - AEA | 7.5 | 182 | | | |
| | | | | | |
| Administrative Assistant | 8 | 190 or 260 | 106 | $18.55 | $40.62 |
| Dispatcher | 8 | 260 | | | |
| | | | | | |
| Courier | 8 | 260 | 107 | $18.55 | $40.62 |
| Nurse Assistant | 7.5 | 182 | | | |
| | | | | | |
| Administrative Specialist to the Board | 8 | 260 | 108 | $19.51 | $42.81 |
| Bilingual Liaison | 8 | 190 Or 260 | | | |
| Behavior Interventionist | 7.5 | 180 | | | |
| Data Clerk | 8 | 260 | | | |
| Office Manager I / Data Clerk (Combined ES Only) | 8 | 260 | | | |
| Parent Liaison | 8 | 190 | | | |
| Theater Technician | 8 | 260 | | | |
| | | | | | |

## CLASSIFIED STAFF SALARY LEVELS

| | HOURS PER DAY | DAYS PER YEAR | SALARY LEVEL | MINIMUM HOURLY RATE | MAXIMUM HOURLY RATE |
|---|---|---|---|---|---|
| Early Childhood Program Liaison | 8 | 260 | 109 | $20.53 | $45.19 |
| Job Coach | 8 | 190 | | | |
| Office Manager I (ES) | 8 | 260 | | | |
| Program Support | 8 | 260 | | | |
| | | | | | |
| Academic Compliance Specialist | 8 | 260 | 110 | $21.60 | $47.64 |
| Assistant Area Supervisor of Transportation | 8 | 260 | | | |
| Bilingual Liaison Human Resources | 8 | 260 | | | |
| Bilingual Liaison Lead | 8 | 260 | | | |
| Budget Specialist I | 8 | 260 | | | |
| Campus Finance Specialist I (ES) | 8 | 260 | | | |
| CATE Compliance - ACE | 8 | 205 | | | |
| Data Technician | 8 | 260 | | | |
| Facilities Inspector | 8 | 260 | | | |
| Office Manager II (MS, HS, DESC, BJACE) | 8 | 260 | | | |
| Office Manager I / Campus Finance Specialist I (Combined ES Only) | 8 | 260 | | | |
| Payroll Specialist I | 8 | 260 | | | |
| Personnel Specialist I | 8 | 260 | | | |
| Procurement Specialist I | 8 | 260 | | | |
| Safety Compliance Manager | 8 | 260 | | | |
| Student Data Specialist | 8 | 260 | | | |
| Transportation Specialist | 8 | 260 | | | |
| | | | | | |
| Accounts Payable Specialist II | 8 | 260 | 111 | $22.74 | $50.26 |
| Account Specialist | 8 | 260 | | | |
| Campus Finance Specialist II (MS, District, BJACE) | 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 | | | |
| Medicaid Billing 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 | $23.94 | $52.99 |
| Benefits Administrator | 8 | 260 | | | |
| Business Systems Specialist | 8 | 260 | | | |
| Campus Finance Specialist III (HS) | 8 | 260 | | | |
| Employee Services & Wellness Specialist | 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 | $25.21 | $55.89 |
| Compliance Specialist (E-Rate) | 8 | 260 | | | |
| Executive Assistant to the Board | 8 | 260 | | | |
| Executive Assistant to the Superintendent | 8 | 260 | | | |
| Health and Safety Technician | 8 | 260 | | | |
| Finance Program Manager | 8 | 260 | | | |
| Facilities Support Manager | 8 | 260 | | | |
| Transportation Support Manager | 8 | 260 | | | |
| | | | | | |
| Area Behavior Management Specialist | 8 | 190 | 114 | $26.55 | $58.96 |
| GIS Analyst / Database Coordinator | 8 | 260 | | | |
| Nurse – LPN | 8 | 190 | | | |
| Protective Services Specialist | 8 | 260 | | | |
| Service Desk Lead | 8 | 260 | | | |
| Student Services Specialist | 8 | 260 | | | |
| Systems Support Specialist I | 8 | 260 | | | |
| Systems Support/Instructional Tech Specialist I | 8 | 260 | | | |
| | | | | | |
| Accountant | 8 | 260 | 115 | $27.96 | $62.19 |
| Accountant – Food Services | 8 | 260 | | | |
| Area Supervisor of Transportation | 8 | 260 | | | |
| Coordinator of Special Accommodations for Transportation | 8 | 260 | | | |
| Telecommunications Specialist | 8 | 260 | | | |

# 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 | $13.73 | $14.42 | $15.16 | $15.94 | $16.76 | $17.62 | $18.55 | $19.51 | $20.53 | $21.60 | $22.74 | $23.94 | $25.21 | $26.55 | $27.96 |
| 1 | $14.07 | $14.78 | $15.54 | $16.34 | $17.18 | $18.07 | $19.00 | $20.00 | $21.04 | $22.16 | $23.32 | $24.55 | $25.86 | $27.23 | $28.69 |
| 2 | $14.41 | $15.15 | $15.93 | $16.74 | $17.61 | $18.52 | $19.48 | $20.51 | $21.58 | $22.72 | $23.92 | $25.18 | $26.52 | $27.93 | $29.42 |
| 3 | $14.77 | $15.53 | $16.32 | $17.16 | $18.05 | $18.98 | $19.97 | $21.02 | $22.12 | $23.29 | $24.53 | $25.82 | $27.21 | $28.66 | $30.18 |
| 4 | $15.12 | $15.91 | $16.72 | $17.59 | $18.50 | $19.46 | $20.49 | $21.56 | $22.69 | $23.89 | $25.16 | $26.49 | $27.90 | $29.39 | $30.96 |
| 5 | $15.50 | $16.30 | $17.14 | $18.02 | $18.97 | $19.95 | $21.00 | $22.10 | $23.27 | $24.50 | $25.80 | $27.17 | $28.62 | $30.15 | $31.77 |
| 6 | $15.88 | $16.71 | $17.57 | $18.48 | $19.44 | $20.46 | $21.53 | $22.66 | $23.86 | $25.12 | $26.46 | $27.86 | $29.36 | $30.93 | $32.59 |
| 7 | $16.28 | $17.12 | $18.01 | $18.95 | $19.93 | $20.98 | $22.08 | $23.24 | $24.48 | $25.77 | $27.14 | $28.59 | $30.12 | $31.73 | $33.44 |
| 8 | $16.69 | $17.54 | $18.46 | $19.42 | $20.43 | $21.51 | $22.64 | $23.83 | $25.10 | $26.43 | $27.84 | $29.32 | $30.90 | $32.56 | $34.31 |
| 9 | $17.10 | $17.99 | $18.93 | $19.91 | $20.95 | $22.06 | $23.22 | $24.44 | $25.74 | $27.11 | $28.56 | $30.08 | $31.70 | $33.39 | $35.20 |
| 10 | $17.53 | $18.44 | $19.39 | $20.41 | $21.48 | $22.61 | $23.81 | $25.07 | $26.40 | $27.81 | $29.29 | $30.86 | $32.51 | $34.26 | $36.11 |
| 11 | $17.97 | $18.90 | $19.88 | $20.93 | $22.02 | $23.19 | $24.42 | $25.71 | $27.07 | $28.52 | $30.05 | $31.65 | $33.36 | $35.15 | $37.05 |
| 12 | $18.41 | $19.37 | $20.39 | $21.46 | $22.59 | $23.79 | $25.04 | $26.37 | $27.78 | $29.26 | $30.82 | $32.48 | $34.22 | $36.07 | $38.02 |
| 13 | $18.88 | $19.86 | $20.91 | $22.00 | $23.16 | $24.39 | $25.68 | $27.05 | $28.49 | $30.02 | $31.62 | $33.32 | $35.11 | $37.00 | $39.01 |
| 14 | $19.36 | $20.36 | $21.43 | $22.56 | $23.75 | $25.01 | $26.34 | $27.74 | $29.22 | $30.79 | $32.43 | $34.18 | $36.02 | $37.97 | $40.02 |
| 15 | $19.84 | $20.88 | $21.98 | $23.14 | $24.36 | $25.65 | $27.02 | $28.46 | $29.98 | $31.59 | $33.28 | $35.08 | $36.96 | $38.95 | $41.07 |
| 16 | $20.34 | $21.41 | $22.54 | $23.73 | $24.98 | $26.30 | $27.71 | $29.19 | $30.75 | $32.40 | $34.14 | $35.98 | $37.93 | $39.98 | $42.14 |
| 17 | $20.85 | $21.96 | $23.11 | $24.33 | $25.62 | $26.98 | $28.42 | $29.94 | $31.54 | $33.24 | $35.03 | $36.91 | $38.91 | $41.02 | $43.25 |
| 18 | $21.39 | $22.51 | $23.70 | $24.96 | $26.28 | $27.67 | $29.16 | $30.72 | $32.37 | $34.11 | $35.95 | $37.88 | $39.94 | $42.10 | $44.38 |
| 19 | $21.92 | $23.08 | $24.31 | $25.59 | $26.95 | $28.39 | $29.90 | $31.51 | $33.20 | $34.99 | $36.88 | $38.87 | $40.97 | $43.20 | $45.54 |
| 20 | $22.48 | $23.67 | $24.92 | $26.25 | $27.64 | $29.12 | $30.68 | $32.32 | $34.06 | $35.90 | $37.84 | $39.88 | $42.04 | $44.33 | $46.73 |
| 21 | $23.06 | $24.28 | $25.57 | $26.93 | $28.36 | $29.87 | $31.48 | $33.17 | $34.95 | $36.84 | $38.82 | $40.93 | $43.15 | $45.49 | $47.96 |
| 22 | $23.64 | $24.90 | $26.21 | $27.62 | $29.09 | $30.65 | $32.29 | $34.03 | $35.86 | $37.80 | $39.84 | $42.00 | $44.27 | $46.68 | $49.22 |
| 23 | $24.25 | $25.54 | $26.89 | $28.32 | $29.84 | $31.44 | $33.13 | $34.91 | $36.79 | $38.78 | $40.88 | $43.09 | $45.44 | $47.90 | $50.52 |
| 24 | $24.87 | $26.19 | $27.59 | $29.06 | $30.61 | $32.26 | $33.98 | $35.81 | $37.75 | $39.79 | $41.94 | $44.23 | $46.62 | $49.16 | $51.85 |
| 25 | $25.50 | $26.86 | $28.29 | $29.80 | $31.40 | $33.09 | $34.86 | $36.75 | $38.73 | $40.83 | $43.05 | $45.39 | $47.85 | $50.46 | $53.21 |
| 26 | $26.16 | $27.55 | $29.02 | $30.57 | $32.21 | $33.95 | $35.78 | $37.71 | $39.75 | $41.90 | $44.17 | $46.58 | $49.11 | $51.78 | $54.61 |
| 27 | $26.83 | $28.26 | $29.77 | $31.36 | $33.04 | $34.83 | $36.70 | $38.68 | $40.78 | $42.99 | $45.33 | $47.80 | $50.40 | $53.14 | $56.05 |
| 28 | $27.52 | $28.99 | $30.53 | $32.16 | $33.89 | $35.73 | $37.64 | $39.67 | $41.84 | $44.11 | $46.51 | $49.05 | $51.72 | $54.54 | $57.53 |
| 29 | $28.23 | $29.73 | $31.32 | $32.99 | $34.76 | $36.66 | $38.61 | $40.69 | $42.93 | $45.25 | $47.73 | $50.33 | $53.07 | $55.97 | $59.04 |
| 30 | $28.95 | $30.50 | $32.12 | $33.84 | $35.65 | $37.61 | $39.60 | $41.73 | $44.05 | $46.43 | $48.98 | $51.64 | $54.46 | $57.45 | $60.59 |
| 31+ | $29.70 | $31.28 | $32.95 | $34.71 | $36.57 | $38.58 | $40.62 | $42.81 | $45.19 | $47.64 | $50.26 | $52.99 | $55.89 | $58.96 | $62.19 |

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

**Special Education Stipend (Classified Staff) –**

Special Education Paraprofessional staff assigned to a Special Education classroom will receive a 6% stipend for the 2026–2027 school year. The stipend will be calculated based on the employee's base annual salary and will be distributed over 26 pay periods during the school year. This stipend is subject to annual review and approval by the Board of Education.

# SCHOOL BUS DRIVER
# SALARY SCHEDULE, YEARS OF EXPERIENCE and HOURLY RATES

| STEP | HOURLY RATE | DAILY RATE | ANNUAL SALARY |
|---|---|---|---|
| 0 | $ 20.26 | $ 121.55 | $ 21,879.67 |
| 1 | $ 20.61 | $ 123.65 | $ 22,256.66 |
| 2 | $ 20.96 | $ 125.78 | $ 22,640.21 |
| 3 | $ 21.33 | $ 127.98 | $ 23,035.77 |
| 4 | $ 21.75 | $ 130.51 | $ 23,492.54 |
| 5 | $ 22.17 | $ 133.02 | $ 23,943.83 |
| 6 | $ 22.60 | $ 135.62 | $ 24,411.53 |
| 7 | $ 23.05 | $ 138.30 | $ 24,894.50 |
| 8 | $ 23.51 | $ 141.05 | $ 25,388.42 |
| 9 | $ 23.97 | $ 143.83 | $ 25,889.98 |
| 10 | $ 24.44 | $ 146.65 | $ 26,397.00 |
| 11 | $ 24.93 | $ 149.55 | $ 26,919.33 |
| 12 | $ 25.42 | $ 152.51 | $ 27,451.49 |
| 13 | $ 25.92 | $ 155.51 | $ 27,991.29 |
| 14 | $ 26.43 | $ 158.56 | $ 28,540.94 |
| 15 | $ 26.95 | $ 161.69 | $ 29,104.78 |
| 16 | $ 27.49 | $ 164.93 | $ 29,687.21 |
| 17 | $ 28.03 | $ 168.21 | $ 30,277.28 |
| 18 | $ 28.59 | $ 171.55 | $ 30,879.37 |
| 19 | $ 29.16 | $ 174.99 | $ 31,497.85 |
| 20 | $ 29.74 | $ 178.46 | $ 32,122.90 |
| 21 | $ 30.34 | $ 182.01 | $ 32,762.14 |
| 22 | $ 30.94 | $ 185.65 | $ 33,416.68 |
| 23 | $ 31.49 | $ 188.92 | $ 34,005.67 |
| 24 | $ 32.05 | $ 192.27 | $ 34,608.84 |
| 25 | $ 32.65 | $ 195.91 | $ 35,263.39 |
| 26 | $ 33.27 | $ 199.62 | $ 35,932.14 |
| 27 | $ 33.90 | $ 203.41 | $ 36,614.01 |
| 28 | $ 34.54 | $ 207.26 | $ 37,306.55 |
| 29 | $ 35.20 | $ 211.18 | $ 38,011.65 |
| 30 | $ 35.86 | $ 215.17 | $ 38,730.06 |
| 31+ | $ 36.54 | $ 208.90 | $ 39,462.00 |

**Hours Per Day - 6.0**
**Days Per Year - 180**
**Steps equal actual full years of work as a Bus Drivers.**

## CERTIFIED STAFF PAY FOR EXTRA WORK

**General Guidelines –** Work performed as part of a staff member's regular job responsibilities is not eligible for additional compensation.

All BCSD employees who perform work outside the scope of their position and beyond their scheduled workdays must be compensated through payroll via Munis Time and Attendance. Payments will not be processed through accounts payable, as the IRS classifies these individuals as employees and requires all compensation to be processed through payroll.

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**Professional Development Participation:** Certified staff who participate in district- or school-sponsored professional development on days outside the school calendar will be compensated at a rate of ***$111.46 per day***, or at a rate established by Instructional Services or the school Principal.

**Professional Development Facilitation:** Certified staff who facilitate or deliver professional development at the request of a district administrator or Principal will be compensated in accordance with a **written agreement** established through the District's Purchasing Office.

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**Instructional Support and Program Coordination –**

**Instructional Assistance:** Certified staff who perform instructional duties beyond their regular work schedule, at the request of the school or district, will be compensated at a rate of ***$33.44 per hour***. This applies only to duties that provide direct instruction to students.

**Program Coordination:** Certified staff serving as coordinators for programs beyond their regular work schedule, at the request of the school or district, will be compensated at a rate of ***$39.03 per hour***. This applies only to coordinating programs that provide direct instruction to students.

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**Facilities Support (Building and Grounds) –** Certified staff who assist with building support activities that do not require instructional expertise (e.g., opening school facilities for outside groups on non-school days) will be compensated at a rate of ***$22.30 per hour***.

Staff are expected to remain on-site for the duration of the activity to ensure safety and security of both participants and facilities. During this time, staff should focus solely on supporting the assigned activity.

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**Non-Instructional Activity Support –** Certified staff who assist with activities that do not require certification and are not related to facility supervision (e.g., ticket sales or event support) will be compensated at a rate of ***$16.73 per hour***.

## PROFESSIONAL STAFF PAY FOR EXTRA WORK

**Professional Group Staff –** Professional Group Staff who perform work beyond their regular work schedule, at the request of the school or district, will be compensated at a rate of ***$22.30 per hour***.

## CLASSIFIED STAFF PAY FOR EXTRA WORK

***Work that is part of an employee's regular job duties is not eligible for additional compensation.*** All BCSD employees who perform work outside the scope of their primary position and beyond their scheduled workdays, and that qualifies for additional pay, must be compensated through payroll via **Munis - Time and Attendance**. Payments will not be processed through accounts payable, as the IRS classifies these individuals as employees and requires compensation to be processed through payroll.

In general, classified staff working in extended-day programs must receive overtime compensation for hours worked more than 40 hours per week. Paid holidays, leave days, and other non-worked paid time do not count toward the 40-hour total. A blended rate calculation will be applied to any overtime hours worked.

Classified staff performing work beyond their standard 40-hour workweek will be compensated at a base rate of ***$16.73 per hour***, plus applicable overtime. A blended rate calculation will be used for all overtime hours. For extended-day assignments, such as Before and After School programs, refer to the section below titled *Procedures for Timesheets and Extended-Day Activities* for additional guidance.

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**Building and Grounds Coordinator –** Classified staff who serve as program coordinators or provide support beyond their regular work schedule, at the request of the school or district, will be compensated at a rate of ***$22.30 per hour***.

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**Tutor Hourly Rates –** Classified staff holding an Associate's degree or at least 60 college credit hours will be compensated at a rate of ***$16.73 per hour***, while employees with a Bachelor's degree or higher will be compensated at a rate of ***$22.30 per hour***.

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**Non-Certified Teachers (Adult Education) –** Non-certified teachers in Adult Education who hold at least a Bachelor's degree will be compensated at a rate of ***$27.87 per hour***.

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**Activity Bus Driver –** Activity bus drivers will be compensated at a rate of ***$22.03 per hour***.

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**Educational Interpreters –** Educational interpreters will be compensated at their regular base hourly rate when supporting school or district functions, as approved by the Superintendent.

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**Professional Development –** Classified staff who participate in district- or school-sponsored professional development on days outside the regular school calendar will be compensated at a rate of ***$16.73 per hour*****,** plus overtime, if applicable. A blended rate calculation will be applied to any overtime hours worked.

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**Procedure for Timesheets and Extended-Day Activities –** When performing *similar* instructional duties in extended-day programs, classified staff will be compensated at their regular hourly rate. When performing non-instructional duties in extended-day programs, staff will be compensated at a rate of ***$16.73 per hour***.

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**Bus Drivers and Bus Monitors** – All bus monitor and bus drivers will need to submit "Orange" timesheets to payroll if they drive or monitor a bus for field trips or events that occur beyond their regular 6-hour workday. Orange timesheets are provided by your Area Supervisor. Any hours worked beyond 40 hours per week—including a combination of regular and additional timesheet hours—will be compensated at one and one-half times the employee's regular hourly rate.

# 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) | $ 3,895 |
| 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) | $ 3,895 |
| 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

**Academic Stipends –** Academic stipends are paid from an annual stipend allocation for the school year. Positions listed in the approved stipend schedule on pages 26-27 will be funded through this allocation. Any positions not currently listed must receive prior approval from the **Chief Administrative and Human Resources Services Officer** before a stipend may be issued.

**Note:** The stipend budget allocation may not be sufficient to fund all listed positions; therefore, Principals must carefully determine which positions will be utilized at their school.

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**Employee Eligibility and Compensation –** Non-exempt (classified) employees are not eligible to receive stipends. Any duties performed beyond 40 hours per week must be compensated on a timesheet basis and will be paid in accordance with applicable overtime regulations, including time-and-a-half or blended overtime rates.

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**Payment Schedule –** Academic stipends for certified staff will be paid in **two (2) installments**:

- One (1) payment in **December**
- One (1) payment in **May**

**Funding Restrictions –** Student Activity Funds and Booster Club Funds may **not** be used to pay academic stipends.

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# ATHLETIC STIPEND AMOUNTS
# HIGH SCHOOL and MIDDLE SCHOOL

| SEASONAL ATHLETIC SUPPORT POSITIONS<br>Classified Staff, Timesheet | |
|---|---|
| **HIGH SCHOOL** | |
| Admin Support | $ 1,672.00 |
| Assistant Athletic Director | $ 2,470.00 |
| Eligibility Coordinator | $ 2,828.00 |
| Study Hall Coordinator | $ 1,672.00 |
| Weightlifting / Conditioning | $ 2,058.00 |
| Camera / Support | $ 1,494.00 |
| Equipment Manager | $ 2,678.00 |
| **MIDDLE SCHOOL** | |
| Athletic Director | $ 2,625.00 |
| Assistant Athletic Director | $ 740.00 |
| Study Hall Coordinator | $ 1,108.00 |

| FALL ATHLETICS | |
|---|---|
| **HIGH SCHOOL** | |
| Cheerleading – Head Varsity Football | $ 4,397.00 |
| Cheerleading – Head JV Football | $ 2,161.00 |
| Competitive Cheerleading – Head | $ 2,199.00 |
| Cheerleading Assistant / Competitive Cheerleading Assistant | $ 1,081.00 |
| Cross Country – Head Combined | $ 3,626.00 |
| Cross Country – Head | $ 2,856.00 |
| Cross Country – Assistant | $ 1,775.00 |
| Flag Football – Head | $ 2,585.00 |
| Flag Football – Assistant | $ 1,478.00 |
| Football – Head Varsity | $ 19,000.00 |
| Football – Offensive Coordinator | $ 7,886.00 |
| Football – Defensive Coordinator | $ 7,886.00 |
| Football – Assistant | $ 5,240.00 |
| Golf – Head | $ 3,236.00 |
| Golf – Assistant | $ 1,211.00 |
| Swimming – Head Combined | $ 2,547.00 |
| Swimming – Head | $ 2,084.00 |
| Swimming – Assistant | $ 1,775.00 |
| Tennis – Head Varsity | $ 3,240.00 |
| Tennis – Head JV | $ 2,547.00 |
| Tennis – Assistant | $ 1,211.00 |
| Volleyball – Head Varsity | $ 4,783.00 |
| Volleyball – Head JV | $ 2,547.00 |
| Volleyball – Assistant | $ 2,161.00 |
| **MIDDLE SCHOOL** | |
| Cheerleading – Head | $ 1,108.00 |
| Cheerleading – Assistant | $ 555.00 |
| Football – Head | $ 2,585.00 |
| Football – Assistant | $ 1,478.00 |
| Volleyball – Head | $ 2,585.00 |
| Volleyball – Assistant | $ 1,478.00 |

# ATHLETIC STIPEND AMOUNTS
# HIGH SCHOOL and MIDDLE SCHOOL

| WINTER ATHLETICS | |
|---|---|
| **HIGH SCHOOL** | |
| Basketball – Head Varsity | $ 10,000.00 |
| Basketball – Head JV | $ 3,701.00 |
| Basketball – Varsity Assistant | $ 3,371.00 |
| Basketball – JV Assistant | $ 3,317.00 |
| Cheerleading – Head Varsity Basketball | $ 2,547.00 |
| Cheerleading – Head JV Basketball | $ 2,058.00 |
| Cheerleading Assistant | $ 1,081.00 |
| Wrestling – Head Varsity | $ 4,783.00 |
| Wrestling – Head JV | $ 2,547.00 |
| Wrestling – Assistant | $ 2,161.00 |
| **MIDDLE SCHOOL** | |
| Basketball – Head | $ 2,585.00 |
| Basketball – Assistant | $ 1,478.00 |
| Cheerleading – Head | $ 1,108.00 |
| Cheerleading – Assistant | $ 555.00 |
| Wrestling – Head | $ 2,585.00 |
| Wrestling – Assistant | $ 1,478.00 |

| SPRING ATHLETICS | |
|---|---|
| **HIGH SCHOOL** | |
| Baseball – Head Varsity | $ 4,783.00 |
| Baseball – Head JV | $ 2,931.00 |
| Baseball – Varsity Assistant | $ 2,547.00 |
| Baseball – JV Assistant | $ 2,161.00 |
| Golf – Head | $ 3,236.00 |
| Golf - Assistant | $ 1,211.00 |
| Lacrosse – Head Varsity | $ 4,783.00 |
| Lacrosse – Head JV | $ 2,547.00 |
| Lacrosse – Assistant | $ 2,161.00 |
| Soccer – Head Varsity | $ 4,783.00 |
| Soccer – Head JV | $ 2,931.00 |
| Soccer – Varsity Assistant | $ 2,547.00 |
| Soccer – JV Assistant | $ 2,161.00 |
| Softball – Head Varsity | $ 4,783.00 |
| Softball – Head JV | $ 2,931.00 |
| Softball – Varsity Assistant | $ 2,547.00 |
| Softball – JV Assistant | $ 2,161.00 |
| Tennis – Head Varsity | $ 3,240.00 |
| Tennis – Head JV | $ 2,547.00 |
| Tennis – Assistant | $ 1,211.00 |
| Track – Head Combined | $ 5,629.00 |
| Track – Head | $ 4,783.00 |
| Track – Assistant | $ 2,547.00 |

## ATHLETIC STIPEND AMOUNTS
## HIGH SCHOOL and MIDDLE SCHOOL

| SPRING ATHLETICS | |
|---|---|
| **MIDDLE SCHOOL** | |
| Baseball – Head | $ 2,585.00 |
| Baseball – Assistant | $ 1,478.00 |
| Soccer – Head | $ 2,585.00 |
| Soccer – Assistant | $ 1,478.00 |
| Softball – Head | $ 2,585.00 |
| Softball – Assistant | $ 1,478.00 |
| Track – Head | $ 2,585.00 |
| Track – Assistant | $ 1,478.00 |

**Note:** Coaches who do not begin on the first official day of practice for their sport will have their stipend prorated based on the number of remaining days in the season, in accordance with the South Carolina High School League (SCHSL) Sports Season Calendar.

## ATHLETIC STIPEND NOTES

**Athletic Supplements** – Athletic supplements are paid for work performed during the approved season dates established by the South Carolina High School League (SCHSL).

Coaches who do not begin on the first official day of practice for their sport will have their stipend *prorated* based on the number of remaining days in the season, in accordance with the SCHSL sports season calendar. The effective date of pay will be the date the Human Resources Department notifies the Athletic Coach and Athletic Director via email that all required new hire documentation has been completed and the coach is cleared to begin duties.

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Athletic supplements may not be used to increase an individual's salary for duties that are part of their regular job responsibilities.

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**Athletic Director Guidelines -** High school Athletic Directors are not permitted to serve as coaches and are not eligible to receive athletic supplements. However, Athletic Directors may assist athletic teams in a coaching capacity to support program success. Any such assistance will not qualify for receipt of an athletic stipend.

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**Head Coach Compensation (Football and Basketball) –** High School Head Football and Head Basketball Coaches will receive their athletic supplements over 26 pay periods during the school year.

Principals and Athletic Directors must identify these coaches annually and notify Human Resources by *July 1* via a memo co-signed by both the Principal and Athletic Director.

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**Stipend Allocation and Position Guidelines –** Athletic positions are funded through an annual stipend allocation. This allocation may not be sufficient to cover all listed positions; therefore, Principals must carefully determine staffing assignments.

- Stipends must be paid as allocated and *positions may not be divided.*
- Schools may request to repurpose stipend funds for other positions with prior approval from the Chief Administrative and Human Resources Services Officer.

- No stipends will be paid for activities conducted during the regular school day.

## ATHLETIC STIPEND NOTES

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**Classified Staff in Athletic Support Roles –** If the following roles are filled by classified employees, *timesheets are required*, and compensation will follow the established payroll schedule:

- Administrative Support / Eligibility Coordinator
- Athletic Study Hall Coordinator
- Middle School Athletic Directors
- Assistant Athletic Directors

Classified employees working more than 40 hours per week will be compensated at a rate of ***$16.73 per hour***, plus applicable overtime.

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**Employment Requirements for Key Coaching Positions –** The following positions **must** be filled by a full-time Certified or Classified employee of Beaufort County School District:

- Varsity Head Football Coach
- Varsity Head Boys Basketball Coach
- Varsity Head Girls Basketball Coach

This requirement may be waived by the Chief Administrative and Human Resources Services Officer upon request from the Principal.

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**Sport-Specific Coaching Structure – Cross Country (High School):**

- The Head Coach position may be combined for boys' and girls' teams.
- If combined, one additional assistant coach position is permitted.
- If not combined, a maximum of four (4) coaches is allowed.

**Sport-Specific Coaching Structure – Track (High School):**

- The Head Coach position may be combined for boys' and girls' teams.
- If combined, up to three (3) assistant coaches are permitted.
- If not combined, a maximum of six (6) coaches is allowed.

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**Athletic Stipend Payment Schedule -** Athletic stipends will be paid according to 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:** In the event of inclement weather or emergency district closures (e.g., hurricane evacuations or snow days), stipend payment schedules may be adjusted to allow sufficient processing time for Payroll.

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Student Activity Funds and Booster Club Funds may **not** be used to pay athletic supplements.

## PLAYOFF GAMES AND PRACTICES

**Playoff Games and Practices –** High school Athletic Coaches will be compensated ***$50.00 per day*** for playoff games and playoff practice days.

To receive payment, a memo must be submitted to Human Resources that includes:

- Coach's name
- Employee ID number
- School name
- Dates of playoff practices and/or games
- Total amount to be paid for each participating staff member

The memo must be signed by both the Principal and Athletic Director.

## PLAYOFF GAMES AND PRACTICES

Athletic Directors are also required to submit a playoff schedule for each sport requesting payment. Payments will not be processed until all required documentation has been received.

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Beginning with the **2024–2025 school year**, Head Football Coaches are eligible to receive the ***$50.00 per day*** playoff stipend.

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Cheerleading and Competitive Cheerleading Coaches are eligible to receive ***$50.00 per day*** for playoff practices and/or games.

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**Athletic Coach Assignment Restrictions –** To maintain the integrity of the district's athletic programs, limits have been established regarding coaching assignments.

Effective immediately, an Athletic Coach may be assigned to **only one (1) position** at **one (1) school** per athletic season.

Accordingly:

- Coaches may not hold multiple positions within the same school during a single season.
- Coaches may not hold coaching positions at more than one school (e.g., both a high school and a middle school) during the same season.

Requests for exceptions must follow this process:

1. The Athletic Director submits a waiver request to the Director of District Athletics.
2. The Director of District Athletics reviews and forwards the request to the Chief Administrative and Human Resources Services Officer.

*Final approval authority for all waiver requests rests solely with the **Chief Administrative and Human Resources Services Officer**.*