BEAUFORT COUNTY SCHOOL DISTRICT

Supplement not Supplant Policy

Local Education Agencies (LEA's) may use Title I funds only to supplement or increase the level of funds that would, in the absence of Title I funds, be made available from non-federal sources for the education of students participating in Title I programs. Title I funds are not used to supplant funds received from the state and local sources.

The following steps have been put in place to make sure Title I funds are supplemental:

- Beaufort County School District meets the state defined minimum program for staffing and program offerings (SC Code SECTION 59-20-20).
- Schools are funded with non-federal funds using a standardized staffing formula that is weighted to provide additional resources for students with disadvantages (EFA of 1977 - Act 163).
- Comparability is completed annually to make sure Title I schools are receiving their "fair share" or more.
- Maintenance of Effort (MOE) is calculated annually to prove that the school district is spending additional funds each year with non-federal funds.
- School plans are reviewed on two levels before being submitted to the state:
    - Finance - to ensure that funds are supplemental and allowable, and
    - Administrative Services - to ensure activities are in alignment with district and state goals and standards to ensure that the plans support students in meeting the state's challenging performance standards

Description of Salaried Budgets & Staffing Formula

The projected enrollment is used, in conjunction with the **staffing formula**, for allocating funds for staff positions. The teacher/student ratio is also taken into consideration. The staffing formula is used to define the staff resources that are believed to be necessary to achieve the Board's goals. The staffing model represents what a typical elementary, middle, and high school should have for staffing based on the state's defined minimum program and accreditation standards. This model is designed to provide equity among the schools based on population and individual school needs and is reviewed each year for potential changes.

District administrators meet with principal's annually to discuss the staffing needs of the school. These meetings provide the principal an opportunity to express staffing needs in the supplemental and intervention programs based on data analyses. These needs are reviewed by district administrators for equity, appropriateness, and availability of funds.

Certified staff are assigned based on different formulas for elementary, middle, and high school (see staffing formula). For budget purposes, the Finance Office assigns a unit value for staff positions. A unit of certified staff is valued at the average teacher's salary plus benefits. Units are valued annually during budget development. The 15th day membership report will be used to determine the differential between the projected and actual enrollment. Staffing and supply allocations may be adjusted by the administration based on this information.

Projections of pay increases for certified staff are determined by the mandatory salary schedule established by the South Carolina Department of Education. The mandatory increase is placed into a formula, and a local supplement is added to the state's base. Any pay increases for certified staff in addition to those mandated by the South Carolina Department of Education must be approved by the Board. The state sets the tone of pay increases by mandating cost of living adjustments (COLA) for teachers. The administration proposes increases for other staff based on industry data, the consumer price index (CPI) and historical data.

WEIGHTED FUNDING TABLES

Elementary General Education Teacher Funding Ratios

Grade Level	Non-High Poverty Schools	High Poverty Schools >55%	Very High Poverty Schools >75%
Kindergarten	20:1	18:1	16:1
1st Grade	24:1	22:1	20:1
2nd Grade	22:1	20:1	18:1
3rd Grade	22:1	20:1	18:1
4th Grade	22:1	20:1	18:1
5th Grade	24:1	22:1	20:1

K-8 General Education Funding Ratios

Grade Level	Non-High Poverty Schools	High Poverty Schools >55%	Very High Poverty Schools >75%
Kindergarten	20:1	18:1	16:1
1st Grade	24:1	18:1	16:1
2nd Grade	22:1	20:1	18:1
3rd Grade	22:1	22:1	18:1
4th Grade	24:1	22:1	22:1
5th Grade	24:1	22:1	22:1
6-8 Grade	19:1		

Middle School General Education Funding Ratios

Grade Level	High Poverty Schools >55%	Very High Poverty Schools >75%
6-8 Grade	19:1	17:1

High School General Education Funding Ratios

Grade Level	High Poverty Schools >55%	Very High Poverty Schools >75%
9-12 Grades	18.5:1	16.5:1

Numeracy Coach Funding Ratios

Grade Level/Enrollment	Allocation	
Elementary/Middle <=575	.5 FTE	
Elementary/Middle >575	1.0 FTE	

Basic Staffing Allocation Formula
2026-2027

Grades K-5

Name of School

Position	Enrollment	FTE		# of Workdays
Administrative Staff				
Principal	0+	1.0	@	260
Assistant Principal	0-750	1.0	@	210
	751+	2.0	@	210
Certified Staff				
Teachers	Pre-K	20 to 1	@	190
	Kindergarten	24 to 1	@	190
	Grade 1-3	22 to 1	@	190
	Grade 4	24 to 1	@	190
	Grade 5	24 to 1	@	190
Related Arts Teachers	**Based on Formula**	120 to 1		
School Counselor	0-750	1.0	@	190
	751+	2.0	@	190
School Librarian	0+	1.0	@	195
Literacy Coach	0+	1	@	195
Math or Science Coach	0+	0.5	@	195
ESOL Teacher	**Based on Formula**	90 to 1		
Literacy Teacher	**Based on Formula**	1		
Gifted & Talented Teacher	**Based on Formula**			
Classified Staff				
Pre-Kindergarten Assistant	1.0 per Pre-Kindergarten classroom		@	182
Kindergarten Assistant	1.0 per Kindergarten classroom		@	182
Social Worker	**Case Driven**			
Media Assistant	0+	1.0	@	182
Nurse (RN/LPN)	0+	1.0	@	190
Nurse Assistant	1000+	1.0	@	182
Data Specialist	0+	1.0	@	260
Bookkeeper	0+	1.0	@	260
Support Staff	0-750	1.0	@	260
Office Mgr, Admin. Assoc.	or 751+	1.0	@	260
	and	1.0	@	190
Bilingual Liaison	**Case Driven 1.0 @ 190**			
Behavior Management Specialist	**Case Driven 1.0 @ 190**			

Beaufort County School District
Basic Staffing Allocation Formula
2026-2027

Grades Pre- K-8

Name of School

Position	Enrollment	FTE		# of Workdays
Administrative Staff				
Principal	0+	1.0	@	260
Assistant Principal	0-500	1.0	@	210
	501-850	2.0	@	210
	851+	3.0	@	210
Certified Staff				
Teachers	Pre-K	20 to 1	@	190
	Kindergarten	24 to 1	@	190
	Grade 1-3	22 to 1	@	190
	Grade 4	24 to 1	@	190
	Grade 5	24 to 1	@	190
Related Arts Teachers	**Based on Formula**			
Middle School		21 to 1	@	190
School Counselor	0-750	1.0	@	205
	751+	2.0	@	205
Literacy Coach	0+	1.0	@	195
School Librarian	0+	1.0	@	195
Math or Science Coach	**Based on Formula**		@	195
ESOL Teacher	**Based on Formula**		@	190
Literacy Teacher	**Based on Formula**		@	190
Gifted & Talented Teacher	**Case Driven**		@	190
Classified Staff				
Pre-Kindergarten Assistant	1.0 per Pre-Kindergarten classroom		@	182
Kindergarten Assistant	1.0 per Kindergarten classroom		@	182
Social Worker	**Case Driven**			
Media Assistant	0+	1.0	@	182
Nurse (RN/LPN)	0+	1.0	@	190
Nurse Assistant	1000+	1.0	@	182
Data Specialist	0+	1.0	@	260
Bookkeeper	0+	1.0	@	260
Support Staff	0-750	1.0	@	260
Office Mgr, Admin. Assoc., Admin. Asst.	or 751+	1.0	@	260
	and	1.0	@	190
Bilingual Liaison	Formula Calculation	1.0	@	190
Behavior Management Specialist	**Case Driven**	1.0 @ 190		

Beaufort County School District
Basic Staffing Allocation
Formula
2026-2027

Grades 6-8

Name of School

Position	Enrollment	FTE		# of Workdays
Administrative Staff				
Principal	0+	1.0	@	260
Assistant Principal	0-500	1.0	@	210
	751+	2.0	@	210
Certified Staff				
Teachers	Middle School	21 to 1	@	190
(low enrollment in related arts areas may result in itinerant staff)				
School Counselor	0-500	1.0	@	190
	501-850	2.0	@	190
	851+	3	@	190
School Librarian	0+	1.0	@	195
Literacy Coach (State Reading)	0+	1.0	@	195
Math/Science Coach	0+	0.5	@	195
ESOL Teacher	**Based on Formula**		@	190
Classified Staff				
Social Worker	**Case Driven**			
Media Assistant	0+	1.0	@	182
Nurse (RN/LPN)	0+	1.0	@	190
Nurse Assistant	1000+	1.0	@	182
Data Specialist	0+	1.0	@	260
Bookkeeper	0+	1.0	@	260
Support Staff	0-500	1.0	@	260
	and	1	@	190
or	501+	1.0	@	260
	and	2	@	190
or	750-1000	1	@	260
	and	3	@	190
Behavior Interventionist	0+	1	@	180
Behavior Management Specialist	**Case Driven 1.0 @ 190**			
Bilingual Liaison	**Case Driven 1.0 @ 190**			

Beaufort County School District
Basic Staffing Allocation Formula
2026-2027

Grades 9-12

Name of School

Position	Enrollment	FTE		# of Workdays
Administrative Staff				
Principal	0+	1.0	@	260
Assistant Principal	0-750	1.0	@	220
	751-1000	2.0	@	220
	1001-1500	3.0	@	220
	1501+	4.0	@	220
Athletic Director	0+	1.0	@	220
Certified Staff				
Teachers		20.5 to 1	@	190
(low enrollment in related arts areas may result in itinerant staff)				
School Counselor	300 to 1		@	205
School Librarian	0+	1.0	@	195
Testing Lead Teacher	0+	1.0	@	190
ESOL	0+	1.0	@	190
Classified Staff				
Social Worker	501+	1.0	@	190
Media Assistant	0+	1.0	@	182
Nurse (RN/LPN)	0+	1.0	@	190
Data Specialist	0+	1.0	@	260
Bookkeeper	0+	1.0	@	260
Support Staff	0-750	3.0	@	190
*some employees @ 190 and some employees @ 260	751-1000	4.0	@	190
	1001-1250	5.0	@	190
	1251+	6.0	@	260
Behavior Interventionist	0+	1.0	@	180
Behavior Mgmt. Specialist	**Case driven 1.0 @ 190**			

General Fund Per Pupil Supply Allocation

The non-salaried budget is derived using an average per pupil cost for elementary, middle and high schools. The average per pupil allocation is multiplied by the number of students from the enrollment projection to generate a school's budget. A lump sum figure along with historical data is distributed to the principals to help them formulate their budget for the upcoming year.

Area of Allocation	Amount
Per Pupil Allocation - High School Enrollment	$165
Per Pupil Allocation - Middle School Enrollment	$141
Per Pupil Allocation - Elementary School Enrollment	$131

The 15-day membership report is used to determine any differential in the projected to actual enrollment. Schools exceeding the enrollment projection are given an additional allocation based on PPA multiplied by the number of students above the projected amount.

State Aid to Classroom Extended Learning Allocation

Extended learning refers to academic, enrichment, or skill-building activities provided outside the regular school day or school year to help students improve achievement, build confidence, and develop social-emotional skills. These programs can take place before school, after school, on weekends, during school breaks, or over the summer. The goal is to give students—especially those who may be struggling or need more challenges—additional time and support beyond the normal classroom schedule.

The allocation of the funds is based on several factors

Area of Allocation	Amount
Per Pupil Allocation – School K-12 Enrollment	$10
Per Pupil Allocation - Pupils In Poverty Enrollment	$5
At Risk Matrix Level 1 – Lump Sum	$5,000
At Risk Matrix Level 2 – Lump Sum	$7,500
At Risk Matrix Level 3 – Lump Sum	$10,000
At Risk Matrix Level 4 – Lump Sum	$15,000