

Policy GBC Employee Compensation

Issued 2/06

Purpose: To establish the basic structure for compensating employees of Charleston County School District.

Professional staff

The board shall pay its professional employees at a ~~level~~ level that shall attract and ~~hold-retain well-qualified~~ retain well-qualified personnel dedicated to education and able to provide effective instruction.

Administrative personnel

The compensation of administrative personnel is based on the salary schedule as approved by the board. The schedule takes into consideration the levels of professional training and years of experience.

Certified non-administrative personnel

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

Support staff

The board will base the salary of all support staff on salary schedules or hourly rates set by the board on the recommendation of the superintendent. The compensation shall be set according to the responsibility of the position, provisions of Charleston County School District's operational budget, and any applicable state and federal laws. The schedule shall take into consideration the levels of training and years of experience.

The effective date for all salary changes as determined by the salary schedule is July 1 or by action of the board.

~~The superintendent~~ The superintendent may negotiate an annual salary within the pay scale of the approved position contained within the board approved salary schedule in an effort to attract and retain well-qualified candidates and personnel. ~~may negotiate within the pay scale of each position to attract and retain well-qualified candidates and personnel.~~

Adopted 5/10/73; Revised 5/26/86, 12/11/00, 2/13/06, 9 /19

Legal references:

Federal Law:

Fair Labor Standards Act of 1938, 29 U.S.C. § 201, et seq.

S.C. Code, 1976, as amended:

Section 59-18-1530 – Salary supplements for principal and teacher specialists.

Section 59-19-80 – Board must approve offers of employment.

Section 59-20-50 - Minimum salary schedule.

Section 59-25-410 – Notification of employment for ensuing year; notification of assignment.

[Section 59-25-420 – Teacher required to notify board of acceptance of contract.](#)

Section 59-25 -710, [et seq.](#) - Salary complaints.

Section 59-67-470 - School bus drivers to be employed by the board of trustees.

Section 59-67-480 - Salaries of school bus drivers to be fixed annually by General Assembly.

Charleston County School District
