

STAFF COMPENSATION

Code **GBC** Issued **9/14**

Purpose: To establish the basic structure for compensating district staff.

Professional staff

The board will attempt to pay its professional employees at a level that will attract and retain personnel dedicated to education.

The compensation of certificated personnel is based on the state salary schedule with local supplements as approved by the board. The schedule takes into consideration the levels of professional training and years of service. The district may negotiate salaries below the salary schedule for non-TERI retired teachers.

Upon recommendation of the superintendent, the board awards contracts to professional personnel as required by state law.

Upon recommendation of the superintendent, the board will notify teachers in writing of their employment status on or before the date the district extends offers of teaching employment for the following school year. Personnel must give written acceptance of their contracts to the superintendent. Failure to give such notification constitutes contract rejection.

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

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 board will set compensation according to the responsibility of the position, services rendered, evaluation of performance, years of service, provisions of the district's operational budget and any applicable state and federal laws.

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

Adopted 7/1/75; Revised 8/13/91, 3/8/05, 9/10/13, 9/9/14

Legal references:

- A. U.S. Code, as amended:
 - 1. Fair Labor Standards Act of 1938, 29 U.S.C.A. 201, *et seq.*
- B. S. C. Code, 1976, as amended:
 - 1. Section 59-20-50 - Minimum salary schedule.
 - 2. Section 59-25-57 - Salaries negotiable below schedule for non-TERI retired teachers.
 - 3. Section 59-25-710 - Salary complaints.
 - 4. Section 59-67-470 - School bus drivers to be employed by the board of trustees.
 - 5. Section 59-67-480 - Salaries of school bus drivers to be fixed annually by General Assembly.
- C. State Board of Education Regulations:
 - 1. R-43-205.1 - Assisting, Developing, and Evaluating Professional Teaching (ADEPT).