

PROFESSIONAL STAFF CONTRACTS AND COMPENSATION

Code **GCB** Issued **9/16**

Purpose: To establish the basic structure for professional staff contracts and compensation.

Compensation

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

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 in the district. The district may negotiate salaries below the salary schedule for non-TERI retired teachers.

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

Contracts

Upon recommendation of the superintendent, the board will notify teachers in writing of their employment status before May 1 for the following school year. This includes both the issuance of employment contracts and notice of decisions of the superintendent's recommendation not to renew employment contracts. Teachers must give written acceptance of their contracts to the superintendent before May 11. Failure to give such notification constitutes contract rejection.

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

An administrator employed by the district on a contract will retain his/her rights as a teacher under state law. However, state law does not grant these rights to the position or salary of an administrator (for example, if he/she is returned to the classroom).

Teacher and Employee Retention Incentive Program (TERI) Participants

Should a mid-year vacancy occur in a contract position held by a TERI employee, the board authorizes the superintendent or his/her designee to fill such vacancy for the remainder of the school year in which the vacancy occurs through a letter of agreement. This letter of agreement will state that the employee has no right to or expectation of continuing employment beyond the period specified in the letter of agreement.

When issuing contracts, the district will offer TERI employees working under TERI agreements that will expire during the ensuing school year the same type of contract the participant had the previous year. The contract will specifically contain notice that the contract expires on the date designated in the employee's TERI agreement and will specifically reiterate said expiration date.

Contract releases

For release of teachers from contracts, see policy GCQC/GCQD.

Adopted 7/1/75; Revised 8/13/91, 3/8/05, 9/10/13, 9/9/14, 9/13/16

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Legal references:

A. S. C. Code, 1976, as amended:

1. Section 9-1-2210 - Teacher and Employee Retention Incentive Program; operation.
2. Section 59-19-80 - Requirements as to purchases and teacher employment (teacher contracts to be awarded in public).
3. Section 59-19-290 - Contracts in excess of apportioned funds void.
4. Section 59-20-50 - Minimum salary schedule.
5. Section 59-21-20 - Teacher contracts to be based on school term of 190 days.
6. Section 59-24-15 - Rights of certified education personnel employed as administrators.
7. Section 59-25-57 - Salaries negotiable below schedule for non-TERI retired teachers.
8. Section 59-25-410 - Notice to teacher of employment status.
9. Section 59-25-420 - Teacher required to notify board of acceptance; opportunity for hearing if not reemployed.
10. Section 59-25-710 - Salary complaints.

B. S.C. Cases:

1. *Henry-Davenport v. Sch. Dist. of Fairfield Cnty.*, 391 S.C. 85, 705 S.E.2d 26 (2011).

C. State Board of Education Regulations:

1. R43-205.1 - Assisting, Developing, and Evaluating Professional Teaching (ADEPT).