



AIKEN COUNTY

PUBLIC SCHOOLS

SALARY SCHEDULE

2023 – 2024

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Teacher Scales - 190 Day Contracts

School Year 2023-2024

Salary Step	Prior Yrs Exp	Class 3 Bachelors Degree	Class 2 Bachelors Degree +18	Class 1 Masters Degree	Class 7 Masters Degree + 30 Hours	Class 8 Doctorate Degree
E0	0	\$ 45,817	\$ 47,744	\$ 52,092	\$ 55,765	\$ 60,781
E1	1	\$ 45,817	\$ 47,744	\$ 52,092	\$ 55,765	\$ 60,781
E2	2	\$ 45,817	\$ 47,744	\$ 52,092	\$ 55,765	\$ 60,781
E3	3	\$ 45,817	\$ 47,744	\$ 52,092	\$ 55,765	\$ 60,781
4	4	\$ 46,475	\$ 48,384	\$ 52,584	\$ 56,403	\$ 61,747
5	5	\$ 47,505	\$ 49,416	\$ 53,730	\$ 57,548	\$ 63,276
6	6	\$ 48,575	\$ 50,483	\$ 54,875	\$ 58,693	\$ 64,801
7	7	\$ 49,607	\$ 51,514	\$ 56,020	\$ 59,836	\$ 66,330
8	8	\$ 50,676	\$ 52,584	\$ 57,167	\$ 60,982	\$ 67,856
9	9	\$ 51,706	\$ 53,615	\$ 58,312	\$ 62,130	\$ 69,385
10	10	\$ 52,773	\$ 54,683	\$ 59,458	\$ 63,276	\$ 70,911
11	11	\$ 53,808	\$ 55,713	\$ 60,602	\$ 64,421	\$ 72,440
12	12	\$ 54,875	\$ 56,785	\$ 61,747	\$ 65,565	\$ 73,967
13	13	\$ 55,906	\$ 57,814	\$ 62,892	\$ 66,712	\$ 75,493
14	14	\$ 56,976	\$ 58,885	\$ 64,040	\$ 67,856	\$ 77,021
15	15	\$ 58,006	\$ 59,916	\$ 65,184	\$ 69,003	\$ 78,547
16	16	\$ 59,077	\$ 60,983	\$ 66,330	\$ 70,149	\$ 80,075
17	17	\$ 60,106	\$ 62,016	\$ 67,476	\$ 71,293	\$ 81,604
18	18	\$ 60,664	\$ 62,594	\$ 68,111	\$ 71,964	\$ 82,376
19	19	\$ 61,228	\$ 63,175	\$ 68,744	\$ 72,640	\$ 83,156
20	20	\$ 61,797	\$ 63,764	\$ 69,390	\$ 73,324	\$ 83,946
21	21	\$ 62,373	\$ 64,358	\$ 70,041	\$ 74,014	\$ 84,743
22	22	\$ 63,541	\$ 65,566	\$ 71,363	\$ 75,415	\$ 86,360
23	23	\$ 64,727	\$ 66,793	\$ 72,705	\$ 76,838	\$ 88,003
24	24	\$ 65,936	\$ 68,043	\$ 74,073	\$ 78,289	\$ 89,677
25	25	\$ 67,169	\$ 69,318	\$ 75,469	\$ 79,770	\$ 91,384
26	26	\$ 68,427	\$ 70,619	\$ 76,893	\$ 81,279	\$ 93,126
27	27	\$ 69,730	\$ 71,966	\$ 78,366	\$ 82,840	\$ 94,924
28	28	\$ 71,125	\$ 73,405	\$ 79,933	\$ 84,497	\$ 96,822

Note: Teachers who are awaiting their South Carolina teacher certificate (including new graduates, hires with teacher certificates from other States, and those that have obtained a Letter of Eligibility through an alternate certification program such as PACE) will be classified as “pending South Carolina certification” and will be paid based on a flat annual rate of \$35,568 (for 190 days). Once the South Carolina teacher certificate is received, the teacher’s salary will be adjusted to the appropriate level based on the above salary schedule and retroactive to the effective date of the certificate.

Teacher Scales - Daily Rate

School Year 2023-2024

Salary Step	Prior Yrs Exp	Class 3 Bachelors Degree	Class 2 Bachelors Degree +18	Class 1 Masters Degree	Class 7 Masters Degree + 30 Hours	Class 8 Doctorate Degree
E0	0	\$ 241.14	\$ 251.28	\$ 274.17	\$ 293.50	\$ 319.90
E1	1	\$ 241.14	\$ 251.28	\$ 274.17	\$ 293.50	\$ 319.90
E2	2	\$ 241.14	\$ 251.28	\$ 274.17	\$ 293.50	\$ 319.90
E3	3	\$ 241.14	\$ 251.28	\$ 274.17	\$ 293.50	\$ 319.90
4	4	\$ 244.61	\$ 254.65	\$ 276.76	\$ 296.86	\$ 324.98
5	5	\$ 250.03	\$ 260.08	\$ 282.79	\$ 302.88	\$ 333.03
6	6	\$ 255.66	\$ 265.70	\$ 288.82	\$ 308.91	\$ 341.06
7	7	\$ 261.09	\$ 271.13	\$ 294.84	\$ 314.93	\$ 349.11
8	8	\$ 266.72	\$ 276.76	\$ 300.88	\$ 320.96	\$ 357.14
9	9	\$ 272.14	\$ 282.18	\$ 306.91	\$ 327.00	\$ 365.18
10	10	\$ 277.75	\$ 287.81	\$ 312.94	\$ 333.03	\$ 373.22
11	11	\$ 283.20	\$ 293.23	\$ 318.96	\$ 339.06	\$ 381.26
12	12	\$ 288.82	\$ 298.87	\$ 324.98	\$ 345.08	\$ 389.30
13	13	\$ 294.24	\$ 304.28	\$ 331.01	\$ 351.12	\$ 397.33
14	14	\$ 299.87	\$ 309.92	\$ 337.05	\$ 357.14	\$ 405.37
15	15	\$ 305.29	\$ 315.35	\$ 343.07	\$ 363.17	\$ 413.41
16	16	\$ 310.93	\$ 320.96	\$ 349.11	\$ 369.21	\$ 421.45
17	17	\$ 316.35	\$ 326.40	\$ 355.14	\$ 375.23	\$ 429.49
18	18	\$ 319.28	\$ 329.44	\$ 358.48	\$ 378.76	\$ 433.56
19	19	\$ 322.25	\$ 332.50	\$ 361.81	\$ 382.32	\$ 437.66
20	20	\$ 325.25	\$ 335.60	\$ 365.21	\$ 385.92	\$ 441.82
21	21	\$ 328.28	\$ 338.73	\$ 368.64	\$ 389.55	\$ 446.02
22	22	\$ 334.43	\$ 345.08	\$ 375.59	\$ 396.92	\$ 454.53
23	23	\$ 340.67	\$ 351.54	\$ 382.66	\$ 404.41	\$ 463.17
24	24	\$ 347.03	\$ 358.12	\$ 389.86	\$ 412.05	\$ 471.98
25	25	\$ 353.52	\$ 364.83	\$ 397.21	\$ 419.84	\$ 480.97
26	26	\$ 360.14	\$ 371.68	\$ 404.70	\$ 427.78	\$ 490.14
27	27	\$ 367.00	\$ 378.77	\$ 412.45	\$ 436.00	\$ 499.60
28	28	\$ 374.34	\$ 386.34	\$ 420.70	\$ 444.72	\$ 509.59

JROTC Instructor Scales

School Year 2023-2024

Reflects Annual (12 month) Salary Amounts

YRS	E-6/7	E-8	E-9	W-4	0-3	0-4	0-5	0-6
0	\$ 46,181	\$ 50,243	\$ 55,209	\$ 57,999	\$ 58,180	\$ 66,939	\$ 76,036	\$ 83,924
1	\$ 47,831	\$ 52,052	\$ 56,211	\$ 59,058	\$ 59,244	\$ 68,179	\$ 77,457	\$ 84,791
2	\$ 49,547	\$ 53,937	\$ 57,238	\$ 60,140	\$ 60,330	\$ 69,440	\$ 78,904	\$ 85,668
3	\$ 51,326	\$ 55,404	\$ 58,282	\$ 61,244	\$ 61,437	\$ 70,731	\$ 80,385	\$ 86,476
4	\$ 53,183	\$ 56,917	\$ 59,347	\$ 62,368	\$ 62,567	\$ 72,047	\$ 81,519	\$ 87,373
5	\$ 55,108	\$ 57,958	\$ 60,434	\$ 63,515	\$ 63,717	\$ 73,386	\$ 82,663	\$ 88,278
6	\$ 56,613	\$ 59,015	\$ 61,544	\$ 64,685	\$ 64,893	\$ 74,754	\$ 83,830	\$ 89,193
7	\$ 58,160	\$ 60,095	\$ 62,673	\$ 65,881	\$ 66,089	\$ 76,149	\$ 85,012	\$ 90,037
8	\$ 59,757	\$ 61,199	\$ 63,829	\$ 67,099	\$ 67,312	\$ 77,219	\$ 86,212	\$ 90,972
9	\$ 60,853	\$ 62,326	\$ 65,002	\$ 68,340	\$ 68,558	\$ 78,300	\$ 87,432	\$ 91,918
10	\$ 61,967	\$ 63,471	\$ 66,205	\$ 69,606	\$ 69,831	\$ 79,403	\$ 88,339	\$ 92,788
11	\$ 63,110	\$ 64,640	\$ 67,429	\$ 70,901	\$ 71,130	\$ 80,516	\$ 89,254	\$ 93,666
12	\$ 64,272	\$ 65,835	\$ 68,676	\$ 72,218	\$ 72,449	\$ 81,652	\$ 90,180	\$ 94,640
13	\$ 65,457	\$ 67,050	\$ 69,952	\$ 73,562	\$ 73,802	\$ 82,798	\$ 91,118	\$ 95,628
14	\$ 66,666	\$ 68,292	\$ 71,247	\$ 74,932	\$ 75,176	\$ 83,967	\$ 92,067	\$ 96,621
15	\$ 67,902	\$ 69,559	\$ 72,576	\$ 76,330	\$ 76,579	\$ 85,150	\$ 93,025	\$ 97,539
16	\$ 69,159	\$ 70,851	\$ 73,927	\$ 77,759	\$ 78,012	\$ 86,355	\$ 93,993	\$ 98,557
17	\$ 70,443	\$ 72,166	\$ 75,307	\$ 79,214	\$ 79,472	\$ 87,573	\$ 94,972	\$ 99,586
18	\$ 71,751	\$ 73,512	\$ 76,713	\$ 80,699	\$ 80,959	\$ 88,813	\$ 95,965	\$ 100,533
19	\$ 73,085	\$ 74,882	\$ 78,148	\$ 82,214	\$ 82,480	\$ 90,072	\$ 96,965	\$ 101,489
20	\$ 74,448	\$ 76,280	\$ 79,611	\$ 83,756	\$ 84,028	\$ 91,348	\$ 97,977	\$ 102,552
21	\$ 75,142	\$ 76,992	\$ 80,356	\$ 84,544	\$ 84,818	\$ 92,212	\$ 98,907	\$ 103,526
22	\$ 76,553	\$ 78,439	\$ 81,871	\$ 86,143	\$ 86,422	\$ 93,965	\$ 100,795	\$ 105,507
23	\$ 77,269	\$ 79,173	\$ 82,640	\$ 86,955	\$ 87,236	\$ 94,856	\$ 101,754	\$ 106,512
24	\$ 78,714	\$ 80,658	\$ 84,193	\$ 88,594	\$ 88,881	\$ 96,654	\$ 103,689	\$ 108,543
25	\$ 80,189	\$ 82,170	\$ 85,777	\$ 90,267	\$ 90,559	\$ 98,488	\$ 105,663	\$ 110,615
26	\$ 81,693	\$ 83,714	\$ 87,393	\$ 91,973	\$ 92,271	\$ 100,358	\$ 107,676	\$ 112,727
27	\$ 83,262	\$ 85,323	\$ 89,075	\$ 93,747	\$ 94,052	\$ 102,300	\$ 109,765	\$ 114,917
28	\$ 84,927	\$ 87,029	\$ 90,857	\$ 95,622	\$ 95,933	\$ 104,346	\$ 111,960	\$ 117,215

New employees will be given credit for prior years' teaching experience in a JROTC program or placed at the step in the applicable grade closest to the minimum salary established by the Department of the Navy or Department of the Army, whichever is higher. No employee will earn less than his/her minimum instructor salary amount. Should an instructor be paid at step 28 of his/her respective grade and still not meet the minimum salary requirement, the employee's salary will be adjusted to the minimum required amount.

General Information – Salary and Hourly Scales

- Amounts reflected on salary scales represent annual, 12-month salary amounts except for the nurse, school psychologist, OT/PT, and assistant principal scales. The salary for any employee working less than a 12 month, 8 hour schedule will be paid in proportion to amounts shown. The denominator for determining the daily rate is 260.
- No administrator is authorized to negotiate salary with any employee. The salaries of new employees will be based upon the guidelines of the salary schedule and within advertised salary ranges. The Human Resources department shall verify that all advertised salary ranges are consistent with and appropriate for the established schedule.
- No changes shall be made in salary schedules or procedures during the school year or during the budget process until the recommended changes have been highlighted and specifically brought to the attention of the Board during the public session.
- Pay level advances are not automatic. Pay level increases will become effective July 1 each year, if approved by the School Board. Supervisors will submit to the Superintendent by May 15, of each year, a list of employees not recommended for pay level advancement. New employees appointed after December 31 will not be rolled up a pay level on July 1 and are not eligible for pay level increases until the following July. New employees appointed after December 31 will be eligible for cost of living adjustments. Employees who are classified as active but had not worked prior to December 31, unless as result of a workers compensation matter, will not qualify for a step.
- Step level pay for employees on the teacher scale will be based on degree and years of experience per the teacher certificate. Any midyear change in degree will be paid retroactive to the effective date of that change. Any midyear change in years of experience will be retroactive to the start of the school year.
- In accordance with SC Department of Education guidelines, bus drivers' step eligibility is determined by a bus driver performing duties for at least 152 days each year, including summer school or other programming outside of the normal school year.
- In the event of a promotion, the new pay level will be based on service credit placement or the equivalent of a two-step pay increase, whichever is more beneficial to the employee. This determination will consider base pay only (in other words, no stipends, supplements, or extra duty). Employees promoted after December 31 will not be rolled up a pay level on July 1 and are not eligible for pay level increases until the following July. In the event of a promotion to Payroll Associate, with a minimum placement at step 8, step placement will be based on service credit or the equivalent of a six step increase, whichever is more beneficial to the employee.

- Step placement for any current employee who moves from a position on a higher hourly/salary pay scale to a position on a lower hourly/salary pay scale will be based on the service credit calculation or the pay step for the departed position, whichever is more beneficial to the employee. [Note: The comparison would be based on the number of steps above the beginning step for any asterisked position. The above determination is also used for movements from the teacher scale.] While two distinct pay scales, shifts between coordinator and Assistant Principal positions will be considered a lateral move with placement determined by annual salary of the departed position. Pay cycles will follow pay procedures on page 5.
- To be competitive, or when an applicant's training, experience or other qualifications are substantially above those required for entry level into the position, starting salaries above the entry rate may be recommended by the District Superintendent to the School Board for approval. The School Board has delegated authority to the District Superintendent to provide up to two steps without additional School Board approval.
- An employee receiving his/her Doctorate or Masters + 30 degree after initial placement on the salary scales will be credited for the advanced degree, with two steps given for a Doctorate or one step given for a Masters + 30. An individual currently with a Masters + 30 degree and receiving his/her Doctorate will receive a one step increase.
- Temporary principals and temporary assistant principals will be paid from the principal and assistant principal scales. The Chief Financial Officer and Chief Officer of Human Resources & Administration, or their designees, will approve all such placements.
- The effective date will be determined by his/her last actual day worked for an employee with less than five years' current experience with the district who submits his/her resignation or retirement prior to or during a holiday break if not returning to work at the conclusion of the break.
- While it is our expectation that all pay be accurate, there will be occasional incorrect payments due to paperwork delays, sudden resignations, errors, etc. Measures will be taken to remedy those matters as soon as reasonably possible. Regardless the circumstance, the District will make plans to recoup any overpayment.

Pay Procedures

The initial paycheck for anyone hired, promoted, or returning from leave without pay will bring his or her paycheck current. This paycheck could be larger or smaller than a typical paycheck depending on timing. Pay for the remainder of the year will be on the normal pay schedule.

Generally, pay cycles are as follow:

- 12-month employees, July – June
- <12-month employees, August – July

Pay Dates

Employees are paid semi-monthly on the 5th and 20th with the exception of the months of December and January in order to accommodate the holiday work schedule. When the 5th or 20th falls on a holiday, weekend or other non-work day, the pay day will be the last preceding District work day.

Year 2023-2024 pay dates are as follow:

Wednesday, July 5, 2023

Thursday, July 20, 2023

Friday, August 4, 2023

Friday, August 18, 2023

Tuesday, September 5, 2023

Wednesday, September 20, 2023

Thursday, October 5, 2023

Friday, October 20, 2023

Friday, November 3, 2023

Monday, November 20, 2023

Monday December 4, 2023

Monday, December 11, 2023

Monday, December 18, 2023

Friday, January 19, 2024

Monday, February 5, 2024

Tuesday, February 20, 2024

Tuesday, March 5, 2024

Wednesday, March 20, 2024

Friday, April, 5, 2024

Friday, April 19, 2024

Friday, May 3, 2024

Monday, May 20, 2024

Wednesday, June 5, 2024

Thursday, June 20, 2024

Overtime Procedures

Non-Exempt Employees

- 1) Non-exempt employees working more than 40 hours per week will receive compensatory time or a monetary reimbursement. NOTE: All hours worked during the week (including after school activities) will be combined to determine if an employee is eligible for overtime reimbursement.
- 2) Supervisors will allow 1 ½ hours compensatory time for each hour worked beyond 40 hours per week. Records indicating amount of compensatory time earned and used will be maintained at each work location. All efforts should be made to use compensatory time in a timely manner.
- 3) Should it become impossible to grant time off for overtime worked, the following procedures will be used:
 - a) Supervisors will complete CSDAC-Form No. 17 (Payroll Changes) indicating in the remarks section that overtime is to be paid and the number of hours to be paid. If two or more rates of pay are involved, indicate hours worked for the week by job or rate of pay. Timesheets evidencing hours worked should be included.
 - b) Overtime (over 40 hours) being paid for after school or similar activities from local funds will be calculated at 1 1/2 times the regular rate of pay. The District will be reimbursed for these costs from local funds, including any related fringe benefit costs.
 - c) Overtime payments must be authorized by the Chief Officer for the areas/departments under their supervision.
 - d) Submit completed CSDAC-Form #17 to the Payroll Department.
 - e) Bus drivers/aides, etc. overtime will be calculated by the Payroll Department using previously established procedures.
- 4) Any hours worked beyond normal contract hours must be approved as described in School Board Policy GDBC and its administrative rule. Unauthorized overtime will not be tolerated.
- 5) All employees except those indicated below are considered non-exempt employees.

Exempt Employees

The following groups of employees are exempt from Fair Labor Standards Act minimum wage and overtime provisions:

- Personnel paid from the teacher scales.
- Personnel paid from the JROTC instructor scales.
- Personnel paid from the salary scale.

School Bus Drivers' Pay Procedures

- 1) The Fair Labor Standards Act covers adult bus drivers. Transportation Supervisors must maintain time and attendance records to ensure compliance with the Act.
- 2) Daily set hours of work shall be established for each school bus driver. This includes actual driving time plus time for pre-trip inspection, student discipline conferences, mechanical failures, and various waiting time necessitated for bus fueling or servicing. It is estimated that non-driving bus duties will average 30 minutes a.m. and 30 minutes p.m. In addition to this time, the State Department of Education will reimburse for ten (10) hours of in-service time per year. Bus drivers will remain clocked in for all work duties in order to provide an accurate record for work hours.

The maximum State Department of Education reimbursement per driver per week will be forty hours. The beginning of the workday will be when the driver picks up the school bus at a central parking place to begin his/her route, or at the beginning of the route (at home) if the driver has retained the school bus overnight. This consideration will be determined when setting the base working hours for each driver.

- 3) Fringe benefits will be available to those drivers who have set minimum work hours of at least 30 hours per week. These benefits include social security, health and dental insurance. Also, all drivers are eligible for participation in the State Retirement System if he or she elects to do so. The employer cost of fringe benefits will be shared between the state and the district at 70% and 30% respectively.

Bus drivers who have set hours of less than 30 hours per week, but who perform other jobs for the district with a combined time reaching or exceeding 30 hours, will also qualify for fringe benefits with the state bearing its proportionate share of the costs.

Drivers employed at least 20 hours per week are eligible for sick leave as described in Policy GDC, Support Staff Leaves and Absences. Bus Drivers are entitled to other personal, military, and court leave as approved by Board Policies. Sick leave, court leave and military leave will be reported as hours worked for State Department of Education reimbursement purposes if time was taken during set scheduled bus driver working time.

Hourly Scales

School Year 2023-2024

Note: Initial step placement is based on the service credit formula.

Step	Support I	SPED Bus Monitor	Support II	Support III	Aide	SPED Aide	SFS Manager	Clerk/ Office Staff
0	\$ 10.29	\$ 11.32	\$ 12.07	\$ 13.19	\$ 13.71	\$ 14.74	\$ 14.85	\$ 14.85
1	\$ 10.49	\$ 11.52	\$ 12.31	\$ 13.45	\$ 13.99	\$ 15.02	\$ 15.15	\$ 15.15
2	\$ 10.70	\$ 11.73	\$ 12.56	\$ 13.73	\$ 14.27	\$ 15.30	\$ 15.45	\$ 15.45
3	\$ 10.92	\$ 11.95	\$ 12.81	\$ 14.00	\$ 14.55	\$ 15.58	\$ 15.77	\$ 15.77
4	\$ 11.13	\$ 12.15	\$ 13.07	\$ 14.28	\$ 14.84	\$ 15.87	\$ 16.09	\$ 16.09
5	\$ 11.35	\$ 12.38	\$ 13.33	\$ 14.56	\$ 15.14	\$ 16.17	\$ 16.41	\$ 16.41
6	\$ 11.58	\$ 12.61	\$ 13.60	\$ 14.86	\$ 15.44	\$ 16.47	\$ 16.73	\$ 16.73
7	\$ 11.81	\$ 12.84	\$ 13.88	\$ 15.15	\$ 15.75	\$ 16.78	\$ 17.06	\$ 17.06
8	\$ 12.05	\$ 13.08	\$ 14.15	\$ 15.45	\$ 16.07	\$ 17.09	\$ 17.41	\$ 17.41
9	\$ 12.29	\$ 13.32	\$ 14.43	\$ 15.76	\$ 16.39	\$ 17.42	\$ 17.76	\$ 17.76
10	\$ 12.54	\$ 13.57	\$ 14.72	\$ 16.09	\$ 16.72	\$ 17.75	\$ 18.11	\$ 18.11
11	\$ 12.79	\$ 13.81	\$ 15.01	\$ 16.41	\$ 17.06	\$ 18.08	\$ 18.48	\$ 18.48
12	\$ 13.05	\$ 14.08	\$ 15.32	\$ 16.73	\$ 17.39	\$ 18.42	\$ 18.84	\$ 18.84
13	\$ 13.30	\$ 14.33	\$ 15.62	\$ 17.06	\$ 17.75	\$ 18.77	\$ 19.22	\$ 19.22
14	\$ 13.57	\$ 14.60	\$ 15.93	\$ 17.41	\$ 18.10	\$ 19.13	\$ 19.61	\$ 19.61
15	\$ 13.84	\$ 14.87	\$ 16.25	\$ 17.75	\$ 18.46	\$ 19.49	\$ 20.00	\$ 20.00
16	\$ 14.12	\$ 15.15	\$ 16.57	\$ 18.11	\$ 18.83	\$ 19.86	\$ 20.40	\$ 20.40
17	\$ 14.40	\$ 15.43	\$ 16.90	\$ 18.47	\$ 19.21	\$ 20.24	\$ 20.80	\$ 20.80
18	\$ 14.69	\$ 15.72	\$ 17.25	\$ 18.83	\$ 19.58	\$ 20.61	\$ 21.22	\$ 21.22
19	\$ 14.99	\$ 16.01	\$ 17.59	\$ 19.22	\$ 19.97	\$ 21.00	\$ 21.64	\$ 21.64
20	\$ 15.28	\$ 16.31	\$ 17.95	\$ 19.61	\$ 20.38	\$ 21.41	\$ 22.08	\$ 22.08
21	\$ 15.59	\$ 16.62	\$ 18.30	\$ 20.00	\$ 20.78	\$ 21.81	\$ 22.52	\$ 22.52
22	\$ 15.90	\$ 16.93	\$ 18.67	\$ 20.39	\$ 21.21	\$ 22.24	\$ 22.97	\$ 22.97
23	\$ 16.22	\$ 17.25	\$ 19.05	\$ 20.80	\$ 21.62	\$ 22.65	\$ 23.43	\$ 23.43
24	\$ 16.54	\$ 17.57	\$ 19.43	\$ 21.22	\$ 22.06	\$ 23.09	\$ 23.90	\$ 23.90
25	\$ 16.87	\$ 17.90	\$ 19.82	\$ 21.64	\$ 22.49	\$ 23.52	\$ 24.37	\$ 24.37
26	\$ 17.20	\$ 18.25	\$ 20.22	\$ 22.07	\$ 22.94	\$ 23.99	\$ 24.86	\$ 24.86

Hourly Scales

School Year 2023-2024

Note: Initial step placement is based on the service credit formula.

Step	Support IV	SPED I	Bus Driver	SPED Bus Driver	Support V	Admin Assistant to Board & Supt	Support VI	SPED II
0	\$ 15.16	\$ 16.19	\$ 17.82	\$ 18.82	\$ 17.40	\$ 20.83	\$ 23.43	\$ 25.89
1	\$ 15.48	\$ 16.51	\$ 18.09	\$ 19.09	\$ 17.74	\$ 21.24	\$ 23.89	\$ 26.39
2	\$ 15.79	\$ 16.82	\$ 18.38	\$ 19.38	\$ 18.10	\$ 21.67	\$ 24.37	\$ 26.89
3	\$ 16.10	\$ 17.13	\$ 18.67	\$ 19.67	\$ 18.46	\$ 22.10	\$ 24.86	\$ 27.42
4	\$ 16.42	\$ 17.45	\$ 19.03	\$ 20.03	\$ 18.82	\$ 22.54	\$ 25.36	\$ 27.94
5	\$ 16.74	\$ 17.77	\$ 19.37	\$ 20.37	\$ 19.20	\$ 22.99	\$ 25.86	\$ 28.47
6	\$ 17.09	\$ 18.12	\$ 19.74	\$ 20.74	\$ 19.58	\$ 23.45	\$ 26.39	\$ 29.02
7	\$ 17.42	\$ 18.45	\$ 20.12	\$ 21.12	\$ 19.99	\$ 23.92	\$ 26.91	\$ 29.59
8	\$ 17.78	\$ 18.81	\$ 20.51	\$ 21.51	\$ 20.38	\$ 24.41	\$ 27.44	\$ 30.17
9	\$ 18.12	\$ 19.15	\$ 20.90	\$ 21.90	\$ 20.79	\$ 24.88	\$ 28.00	\$ 30.74
10	\$ 18.49	\$ 19.52	\$ 21.32	\$ 22.32	\$ 21.21	\$ 25.38	\$ 28.56	\$ 31.34
11	\$ 18.86	\$ 19.89	\$ 21.71	\$ 22.71	\$ 21.63	\$ 25.90	\$ 29.14	\$ 31.94
12	\$ 19.24	\$ 20.27	\$ 22.13	\$ 23.13	\$ 22.06	\$ 26.42	\$ 29.71	\$ 32.56
13	\$ 19.62	\$ 20.65	\$ 22.54	\$ 23.54	\$ 22.50	\$ 26.93	\$ 30.31	\$ 33.19
14	\$ 20.01	\$ 21.04	\$ 22.96	\$ 23.96	\$ 22.96	\$ 27.48	\$ 30.91	\$ 33.83
15	\$ 20.41	\$ 21.44	\$ 23.40	\$ 24.40	\$ 23.41	\$ 28.03	\$ 31.53	\$ 34.49
16	\$ 20.82	\$ 21.85	\$ 23.84	\$ 24.84	\$ 23.88	\$ 28.59	\$ 32.16	\$ 35.16
17	\$ 21.24	\$ 22.27	\$ 24.32	\$ 25.32	\$ 24.36	\$ 29.16	\$ 32.80	\$ 35.84
18	\$ 21.67	\$ 22.70	\$ 24.78	\$ 25.78	\$ 24.84	\$ 23.56	\$ 33.46	\$ 36.54
19	\$ 22.09	\$ 23.12	\$ 25.26	\$ 26.26	\$ 25.34	\$ 30.34	\$ 34.13	\$ 37.25
20	\$ 22.54	\$ 23.57	\$ 25.75	\$ 26.75	\$ 25.84	\$ 30.95	\$ 34.81	\$ 37.98
21	\$ 22.99	\$ 24.02	\$ 26.23	\$ 27.23	\$ 26.36	\$ 31.56	\$ 35.51	\$ 38.72
22	\$ 23.45	\$ 24.48	\$ 26.72	\$ 27.72	\$ 26.89	\$ 32.19	\$ 36.22	\$ 39.47
23	\$ 23.92	\$ 24.95	\$ 27.14	\$ 28.14	\$ 27.43	\$ 32.83	\$ 36.95	\$ 40.26
24	\$ 24.39	\$ 25.42	\$ 27.56	\$ 28.56	\$ 27.98	\$ 33.50	\$ 37.69	\$ 41.06
25	\$ 24.88	\$ 25.91	\$ 28.01	\$ 29.01	\$ 28.54	\$ 34.17	\$ 38.44	\$ 41.89
26	\$ 25.38	\$ 26.43	\$ 28.57	\$ 29.59	\$ 29.11	\$ 34.85	\$ 39.21	\$ 42.72

Hourly Scales - Position Key

School Year 2023-2024

Support Worker I

Bus Monitor

SPED Bus Monitor

Special Education Bus Monitor

Support Worker II

Courier

Custodian

Grounds Maintenance

SFS Operator

Student Service Worker I (no degree) (185 days)

Support Worker III

Carpenter Helper

Plumber Helper

Warehouse Worker/Driver

Support Worker IV

Auto Mechanic

Building & Grounds Supervisor

Glazier

Mason

Painter

Preventative Maintenance Mechanic

Roofer

Stadium Maintenance Worker

XSEL Behavior Technician (205 days/7.5 hours)

SPED I

Educational Interpreter I (181 days/7.5 hours)

Foreign Language Interpreter/Translator (185 days/8 hours)

Sign Language Facilitator I (181 days/7.5 hours)

Hourly Scales - Position Key

School Year 2023-2024

Support Worker V

Carpenter
Electrician
Electronics Technician
HVAC Technician
Locksmith
Plumber
Refrigeration Technician
Computer Technician
Home Visitor (190 days)
Materials Expediter
Student Service Worker II (with degree) (185 days)

Support Worker VI

Network Technicians

SPED II

Educational Interpreter II (181 days/8 hours)
Sign Language Facilitator II (181 days/8 hours)

Aide

Instructional Aide (181 days/7.5 hours); including Media
Character Coach, CIL @ Pinecrest (181 days/7.5 hours)
In-School Suspension Aide (181 days/7.5 hours)
Safety Monitor (181 days/8 hours)

SPED Aide

Special Education Aide (181 days/7.5 hours)
Autism Services Aide I (181 days/7.5 hours)
Autism Services Aide II (181 days/8 hours)*
Behavior Support Lead (181 days/8 hours)*

Hourly Scales - Position Key

School Year 2023-2024

Clerk & Office Staff

Attendance Clerk - High School (200 days)

Data Entry Clerk

Guidance Clerk (181 days)

Instructional Materials Center Clerk

Meal Benefits Clerk

Procurement Clerk

Special Programs Clerk

Receptionist (District Office)

Secretary (School/District Office)

School Bookkeeper

Student Information Clerk (200 days)

Accounting Associate*

Accounts Payable Associate*

Administrative Assistant To Chief*

Commodity Associate*

Human Resources Associate*

Inventory Control Associate*

Level Bookkeeper*

Payroll Associate**

Powerschool Associate*

Registrar*

Reimbursement Claims Associate*

Secretary/Dispatcher*

**Beginning step for this position is step 2.*

***Beginning step for this position is step 8.*

Salary Scales

School Year 2023-2024

Note: Unless otherwise noted, salaries for less-than-12 month positions are in proportion to the amounts shown below. Daily rates are based on a denominator of 260.

Step	Nurse 185 Days	OT/PT 190 Days	Psychologist 200 Days	Supervisor I	Supervisor II	Supervisor III	Pro I	Pro II	Coordinator
0	\$ 42,630	\$ 53,399	\$ 61,460	\$ 38,397	\$ 45,954	\$ 57,997	\$ 53,014	\$ 69,228	\$ 70,266
1	\$ 43,205	\$ 54,135	\$ 62,318	\$ 39,153	\$ 46,873	\$ 58,867	\$ 53,809	\$ 70,266	\$ 71,321
2	\$ 43,788	\$ 54,883	\$ 63,189	\$ 39,947	\$ 47,821	\$ 59,750	\$ 54,616	\$ 71,320	\$ 72,390
3	\$ 44,381	\$ 55,642	\$ 64,071	\$ 40,735	\$ 48,771	\$ 60,646	\$ 55,435	\$ 72,390	\$ 73,477
4	\$ 44,983	\$ 56,413	\$ 64,969	\$ 41,574	\$ 49,726	\$ 61,557	\$ 56,267	\$ 73,477	\$ 74,579
5	\$ 45,594	\$ 57,195	\$ 65,878	\$ 42,388	\$ 50,742	\$ 62,479	\$ 57,111	\$ 74,579	\$ 75,698
6	\$ 46,212	\$ 57,988	\$ 66,803	\$ 43,242	\$ 51,747	\$ 63,417	\$ 57,968	\$ 75,697	\$ 76,832
7	\$ 46,841	\$ 58,793	\$ 67,741	\$ 44,112	\$ 52,773	\$ 64,368	\$ 58,837	\$ 76,832	\$ 77,985
8	\$ 47,480	\$ 59,611	\$ 68,692	\$ 44,992	\$ 53,852	\$ 65,333	\$ 59,720	\$ 77,985	\$ 79,156
9	\$ 48,128	\$ 60,442	\$ 69,658	\$ 45,874	\$ 54,930	\$ 66,314	\$ 60,615	\$ 79,155	\$ 80,341
10	\$ 48,785	\$ 61,284	\$ 70,640	\$ 46,816	\$ 56,017	\$ 67,309	\$ 61,524	\$ 80,342	\$ 81,547
11	\$ 49,453	\$ 62,139	\$ 71,635	\$ 47,759	\$ 57,136	\$ 68,318	\$ 62,447	\$ 81,548	\$ 82,771
12	\$ 50,131	\$ 63,007	\$ 72,645	\$ 48,707	\$ 58,281	\$ 69,343	\$ 63,384	\$ 82,771	\$ 84,012
13	\$ 50,818	\$ 63,888	\$ 73,671	\$ 49,671	\$ 59,459	\$ 70,382	\$ 64,335	\$ 84,012	\$ 85,272
14	\$ 51,516	\$ 64,782	\$ 74,711	\$ 50,680	\$ 60,632	\$ 71,439	\$ 65,300	\$ 85,272	\$ 86,550
15	\$ 52,225	\$ 65,689	\$ 75,768	\$ 51,677	\$ 61,849	\$ 72,510	\$ 66,279	\$ 86,551	\$ 87,850
16	\$ 52,944	\$ 66,611	\$ 76,840	\$ 52,711	\$ 63,098	\$ 73,597	\$ 67,273	\$ 87,850	\$ 89,168
17	\$ 53,674	\$ 67,545	\$ 77,929	\$ 53,752	\$ 64,325	\$ 74,702	\$ 68,282	\$ 89,168	\$ 90,505
18	\$ 54,416	\$ 68,445	\$ 79,032	\$ 54,840	\$ 65,634	\$ 75,823	\$ 69,306	\$ 90,505	\$ 91,863
19	\$ 55,166	\$ 69,458	\$ 80,155	\$ 55,939	\$ 66,947	\$ 76,960	\$ 70,347	\$ 91,862	\$ 93,240
20	\$ 55,930	\$ 70,435	\$ 81,293	\$ 57,070	\$ 68,286	\$ 78,114	\$ 71,402	\$ 93,240	\$ 94,639
21	\$ 56,705	\$ 71,427	\$ 82,448	\$ 58,203	\$ 69,649	\$ 79,285	\$ 72,473	\$ 94,639	\$ 96,060
22	\$ 57,491	\$ 72,435	\$ 83,620	\$ 59,367	\$ 71,029	\$ 80,475	\$ 73,559	\$ 96,059	\$ 97,500
23	\$ 58,289	\$ 73,457	\$ 84,810	\$ 60,554	\$ 72,466	\$ 81,682	\$ 74,663	\$ 97,500	\$ 98,962
24	\$ 59,099	\$ 74,495	\$ 86,018	\$ 61,766	\$ 73,904	\$ 82,908	\$ 75,784	\$ 98,962	\$ 100,446
25	\$ 59,936	\$ 75,563	\$ 87,260	\$ 62,692	\$ 75,012	\$ 84,151	\$ 76,920	\$ 100,446	\$ 101,952
26	\$ 60,835	\$ 76,696	\$ 88,569	\$ 63,632	\$ 76,137	\$ 85,413	\$ 78,074	\$ 101,953	\$ 103,481

Salary Scales

School Year 2023-2024

Note: Unless otherwise noted, salaries for less-than-12 month positions are in proportion to the amounts shown below. Daily rates are based on a denominator of 260.

Step	Assistant Principal		Elementary Principal	Middle Principal	High Principal	Director I	Director II	Asst Supt/ Exec Director	Chief Officer
	210 Days	220 Days							
0	\$ 71,638	\$ 75,050	\$ 89,885	\$ 92,332	\$ 97,228	\$ 81,328	\$ 91,616	\$ 104,565	\$ 130,516
1	\$ 72,712	\$ 76,175	\$ 91,233	\$ 93,717	\$ 98,687	\$ 82,548	\$ 92,990	\$ 106,133	\$ 132,474
2	\$ 73,803	\$ 77,318	\$ 92,602	\$ 95,123	\$ 100,167	\$ 83,787	\$ 94,385	\$ 107,725	\$ 134,461
3	\$ 74,909	\$ 78,478	\$ 93,991	\$ 96,550	\$ 101,670	\$ 85,043	\$ 95,801	\$ 109,341	\$ 136,478
4	\$ 76,033	\$ 79,655	\$ 95,401	\$ 97,998	\$ 103,195	\$ 86,319	\$ 97,237	\$ 110,981	\$ 138,526
5	\$ 77,173	\$ 80,850	\$ 96,832	\$ 99,468	\$ 104,743	\$ 87,613	\$ 98,696	\$ 112,646	\$ 140,603
6	\$ 78,332	\$ 82,063	\$ 98,284	\$ 100,960	\$ 106,313	\$ 88,927	\$ 100,177	\$ 114,335	\$ 142,713
7	\$ 79,506	\$ 83,294	\$ 99,759	\$ 102,474	\$ 107,908	\$ 90,262	\$ 101,680	\$ 116,050	\$ 144,853
8	\$ 80,699	\$ 84,544	\$ 101,255	\$ 104,012	\$ 109,527	\$ 91,616	\$ 103,204	\$ 117,791	\$ 147,026
9	\$ 81,909	\$ 85,812	\$ 102,774	\$ 105,572	\$ 111,170	\$ 92,990	\$ 104,753	\$ 119,558	\$ 149,232
10	\$ 83,138	\$ 87,099	\$ 104,315	\$ 107,155	\$ 112,837	\$ 94,385	\$ 106,324	\$ 121,352	\$ 151,470
11	\$ 84,386	\$ 88,405	\$ 105,880	\$ 108,762	\$ 114,530	\$ 95,801	\$ 107,918	\$ 123,172	\$ 153,742
12	\$ 85,651	\$ 89,731	\$ 107,468	\$ 110,394	\$ 116,247	\$ 97,237	\$ 109,537	\$ 125,019	\$ 156,048
13	\$ 86,936	\$ 91,077	\$ 109,081	\$ 112,050	\$ 117,992	\$ 98,696	\$ 111,181	\$ 126,895	\$ 158,388
14	\$ 88,239	\$ 92,443	\$ 110,716	\$ 113,731	\$ 119,762	\$ 100,177	\$ 112,848	\$ 128,798	\$ 160,764
15	\$ 89,564	\$ 93,829	\$ 112,377	\$ 115,436	\$ 121,558	\$ 101,679	\$ 114,541	\$ 130,802	\$ 163,176
16	\$ 90,907	\$ 95,237	\$ 114,064	\$ 117,168	\$ 123,382	\$ 103,204	\$ 116,259	\$ 132,691	\$ 165,623
17	\$ 92,270	\$ 96,665	\$ 115,774	\$ 118,926	\$ 125,232	\$ 104,753	\$ 118,003	\$ 134,682	\$ 168,108
18	\$ 93,654	\$ 98,116	\$ 117,511	\$ 120,709	\$ 127,110	\$ 106,323	\$ 119,773	\$ 136,702	\$ 170,629
19	\$ 95,059	\$ 99,587	\$ 119,273	\$ 122,520	\$ 129,017	\$ 107,918	\$ 121,570	\$ 138,752	\$ 173,189
20	\$ 96,485	\$ 101,081	\$ 121,062	\$ 124,358	\$ 130,953	\$ 109,537	\$ 123,393	\$ 140,833	\$ 175,786
21	\$ 97,932	\$ 102,597	\$ 122,879	\$ 126,224	\$ 132,917	\$ 111,181	\$ 125,244	\$ 142,945	\$ 178,424
22	\$ 99,401	\$ 104,136	\$ 124,722	\$ 128,117	\$ 134,910	\$ 112,848	\$ 127,123	\$ 145,090	\$ 181,099
23	\$ 100,892	\$ 105,698	\$ 126,593	\$ 130,039	\$ 136,934	\$ 114,541	\$ 129,029	\$ 147,266	\$ 183,816
24	\$ 102,406	\$ 107,283	\$ 128,491	\$ 131,989	\$ 138,988	\$ 116,259	\$ 130,965	\$ 149,476	\$ 186,574
25	\$ 103,943	\$ 108,892	\$ 130,418	\$ 133,969	\$ 141,073	\$ 118,002	\$ 132,929	\$ 151,718	\$ 189,372
26	\$ 105,503	\$ 110,526	\$ 132,374	\$ 135,979	\$ 143,189	\$ 119,772	\$ 134,923	\$ 153,994	\$ 192,213

Salary Scales - Position Key

School Year 2023-2024

Supervisor I

Night Shift Custodial Field Supervisor
SFS Field Supervisor
Transportation Supervisor

Supervisor II

Building & Grounds Manager
Foreman
Instructional Material Center Manager
Maintenance System Program Manager
Payroll Manager*

Supervisor III

Attendance Supervisor (190 days)
Procurement Supervisor
Supervisor of Accounting Systems
Supervisor of Nursing Services
Supervisor of Payroll Services*

Professional I

Budget Specialist
Career Specialist (190 days)
HRIS Specialist
Internal Auditor
Recruiting & Staffing Specialist
Special Revenue Accountant
Speech Language Pathologist Assistant (190 days)
Technology Specialist
Telecommunications Specialist
Transition Services & Behavior Support Specialist @ CIL (185 days)

**Beginning step for this position is step 4.*

Salary Scales - Position Key

School Year 2023-2024

Professional II

Lead Attendance Supervisor (210 days)
Lead Behavior Interventionist (210 days)
College and Career Navigator (Adult Education)
Special Programs Counselor (190 days)
Technology Network Administrator
Technology Security Administrator
Technology System Administrator

Director I

Director of Curriculum Support
Director of Procurement & Warehouse Services
Director of Security and Emergency Management
Director of Transportation
Director of XSEL Program
Assistant Director of Facilities Construction

Director II

Director of Accountability & Assessment
Director of Administration
Director of Adult Education
Director of Business Services
Director of Center for Innovative Learning at Pinecrest
Director of Communications
Director of Facilities Construction
Director of Federal Programs
Director of Maintenance & Operations
Director of Student Services

Executive Director/Assistant Superintendent

Executive Director of Technology
Assistant Superintendent of Elementary Schools
Assistant Superintendent of Middle Schools
Assistant Superintendent of High Schools
Assistant Superintendent of Special Education

Service Credit (For Employees Not Paid From Teacher Scale)

- A salary computation worksheet will be utilized to determine an employee's placement on the pay scale upon consideration of service credit and advanced degrees. [See salary computation worksheets in subsequent pages.] Salary computations and placements on pay scales will be approved by the Chief Financial Officer and Chief of Human Resources & Administration, or designees.
- Prior work experience will be considered as follow:
 - Years' experience in positions that are equal to or higher than the current position will be considered the "same" and will be calculated at a factor of 1.00.
 - Years' experience in positions that are not equal to or higher than the current position but are considered preparatory for the current position will be consider "similar." Those years will be calculated at a factor of less than 1.00.
 - Years' experience in positions that are not equal to or higher than the current position and are not deemed preparatory for the current position will not be considered for service credit.
- Any employee wishing to request re-evaluation of his/her service credit computation must submit that request to the Human Resources department within six months of the service credit effective date. Only information currently in the employee's personnel file (application, resume, work history with the district, etc.) will be considered for re-evaluation. The district will not consider information not provided or available at the time of hire.
- Any employee who left employment with ACPSD or who changes positions within the District and is re-employed in the same original position (not specific to location) within one year of his/her original separation will be placed at his/her exiting pay step when more beneficial than placement based on the service credit calculation. Step placement for anyone re-employed in a different position or re-employed one year or more after his/her original separation will be based on the service credit calculation.

AIKEN COUNTY PUBLIC SCHOOLS SALARY COMPUTATION WORKSHEET

Note: This computation is used for Chief Officers, Assistant Superintendents and Principals only.
Alternate worksheets will be used for other positions.

Effective Date: _____ Scale: _____

Name: _____ Location: _____

Position: _____ Contract Days/Hours: _____

SERVICE CREDIT CALCULATION

Points

Experience:

Number of years "same" job experience (times 1.0 factor) _____ x 1.0 = _____

Number of years "similar" job experience (times 0.5 factor) _____ x 0.5 = _____

Education:

Doctorate = 4 points /Masters + 30 = 3 points *Doctorate or M+30, not both.* = _____

Total points = _____

SALARY CALCULATION

Minimum salary amount for position (i.e. starting step for scale) \$ _____

Total points from above (move decimal two places to left) x 1. _____

Calculated salary \$ _____

Note: The calculated salary will be used to determine an employee's placement on the pay scale.
The employee will be placed at the step closest (up or down) to the calculated salary amount.

Placement on salary scale: Step _____ /Annual salary \$ _____

APPROVAL/AUTHORIZATION

Human Resources Signature

Business Services Signature

AIKEN COUNTY PUBLIC SCHOOLS SALARY COMPUTATION WORKSHEET

Note: This computation is used for all positions excluding Chief Officers, Assistant Superintendents, and Principals.

Effective Date: _____ Scale: _____

Name: _____ Location: _____

Position: _____ Contract Days/Hours: _____

SERVICE CREDIT CALCULATION

Points

Experience:

Number of years "same" job experience (times 1.0 factor) _____ x 1.00 = _____

Number of years "similar" job experience (times 0.25 factor) _____ x 0.25 = _____

Education:

Doctorate = 4 points /Masters + 30 = 3 points/NBC teacher = 1 points = _____

Note: National Board Certified only counted if losing NBC supplement as result of this new position. Doctorate or M+30, not both.

Total points = _____

SALARY CALCULATION

Minimum salary amount for position (i.e. starting step for scale) \$ _____

Total points from above (move decimal two places to left) x 1. _____

Calculated salary \$ _____

Note: The calculated salary will be used to determine an employee's placement on the pay scale. The employee will be placed at the step closest (up or down) to the calculated salary amount.

Placement on salary scale: Step _____ /Annual salary \$ _____

APPROVAL/AUTHORIZATION

Human Resources Signature

Business Services Signature

Other Compensation

1. **Adult Education**

Adult Education instructors are paid \$32 per hour of instruction. Adult Education aides are paid \$16 per hour.

2. **Alternative Program**

Teachers not employed under a regular contract are paid \$32 per hour of instruction.

3. **Aiken County Virtual Academy (ACVA)**

ACVA teachers are paid at a rate of \$100 per student, per session. Session pay will be capped at \$3,000.

4. **Certified Tutors**

Certified tutors are paid \$32 per hour.

5. **Homebound Instruction**

Teachers of homebound students are paid \$32 per hour.

6. **Nurses (Non-ESSER)**

Nurses working summer hours are paid at the rate of \$32 per hour.

7. **Special Committees**

Employees who serve on special committees, when authorized by the Board of Education or Superintendent and approved for compensation, are paid \$20 per hour. Administrative personnel are not eligible for reimbursement for committee work.

8. **Special Education**

Extra duty rates for Special Education employees are as follow:

- Education Interpreters I - \$17 per hour
- Education Interpreters II - \$27 per hour
- Occupational Therapists/Physical Therapists/Psychologists - \$32 per hour
- Speech Pathologist - \$32 per hour

9. **Summer Program/After School (Non-ESSER)**

Teachers are paid \$32 per hour. Lead teachers are paid \$34 per hour. Instructional aides are paid \$16 per hour for summer school or after school work.

10. **School Food Service Summer Program (Non-ESSER)**

School Food Service Managers are paid \$17 per hour. School Food Service Operators are paid \$14 per hour for summer work.

11. ESSER- Funded Summer & Intersession Programs

Summer program funded through federal Elementary and Secondary School Emergency Relief funds are:

- Lead Teachers - \$45 per hour
- Teachers/Counselors - \$42 per hour
- School Nurses/Occupational Therapists/Physical Therapists/Psychologists - \$35 per hour
- Aides - \$20 per hour
- Bus Drivers - \$20 per hour (or hourly rate if earning more than \$20 per hour)
- Bus Monitors - \$16 per hour
- School Food Service Managers - \$21 per hour
- School Food Service Operators - \$18 per hour

12. Activity Bus Drivers

School bus drivers, including PRN drivers, with regular school bus duties will be paid at normal bus hourly rates. All others (including former school bus drivers who are no longer actively driving regular or substitute routes) are paid a rate of \$20 per hour (up from \$16 per hour, effective August 14, 2023).

13. Traffic Control Worker

Employed traffic control workers are paid a rate of \$26 per hour.

14. Extra Class Stipend

Employees approved to teach an extra class will be paid a per-semester stipend of \$2,500. The stipend will be pro-rated if the employee works less than the full semester. Payments will be made at the conclusion of the semester.

***Note:** Any justifiable exceptions require approval by Superintendent's Cabinet and, if necessary, the School Board.*

The rates described above become effective July 1, 2023. Activities performed prior to July 1, 2023, will be paid at rates approved in the 2022 – 2023 salary schedule.

Curriculum, Instruction and Other Supplements School Year 2023-2024

Supplement	Slots	Amount
Lead Counselor (One Each for Elementary, Middle, High, Early College)*	4	\$ 1,995
Lead Psychologist*	2	\$ 1,995
Curriculum/Instructional Associate*	5	\$ 1,995
Department Head (Secondary) Allocated 1 to 300 ADM, Max. 5, Min. 2	31	\$ 927
Team/Grade Level Chair or Special Instruction (Elementary/Middle) Allocated 2 Positions ADM 0 to 449 Allocated 4 Positions ADM 450 to 699 Allocated 6 Positions ADM 700+ and up	114	\$ 927
School Level Title I Facilitator		\$ 592
School Level Communications Liaison	42	\$ 1,106
Lead Foreman*	1	\$ 5,318
Lead Support Specialist*	1	\$ 5,318
Lead Technology Specialist*	3	\$ 5,318
Head Custodian Schools with square footages > 80,000 sq. ft Schools with square footages < 80,000 sq. ft <i>Schools with a building & grounds supervisor are ineligible</i>		\$ 2,617 \$ 1,964

*assigned at the District level

Extracurricular Supplements School Year 2023-2024

Supplement	Slots	Amount
Student Council Sponsor		
Secondary	8	\$ 1,078
Middle	12	\$ 664
Academic Team Coach		
District	2	\$ 1,692
Secondary (Eight Contests [8] Minimum 6 + 1 + County Tournament)	8	\$ 1,064
Middle (Nine Contests [9] Minimum)	12	\$ 664
Mathematics Team Coach		
Secondary (Six [6] Contests Minimum)	12	\$ 664
Yearbook Sponsor (Hardcover with Layout)		
Secondary	8	\$ 1,331
Middle	12	\$ 664
Class Sponsor (Secondary):		
Junior/Senior (1 per grade)	16	\$ 852
Freshman/Sophomore (1 per grade)	16	\$ 285
Drama (Secondary):		
Three Acts (3) Minimum	7	\$ 1,064
Debate Team (Secondary):		
Six Contests (6) Minimum	8	\$ 1,597
School Newspaper Sponsor (Secondary/Middle):		
Seven (7) Issues Minimum		
Secondary without Class Period	7	\$ 1,130
Middle School without Class Period Only	12	\$ 398
Band Director		
Secondary (12 After-school Performances)	7	\$ 8,248
Middle (10 After-school Performances)	11	\$ 3,292
Assistant Band Director		
Secondary	29	\$ 3,326
<i>Minimum of 1 per school with additional assistant band supplements based on marching band participation. Allocations will be 1 assistant for 50 or fewer; 2 assistants for 51 - 75; 3 assistants for 76 - 100; 4 assistants for 101 - 125; and 5 assistants for greater than 125.</i>		
Glee Club/Chorus		
Secondary	7	\$ 1,497
Middle	12	\$ 266
Robotics	8	\$ 929

Athletic Supplements

School Year 2023-2024

Athletics	**Years' Experience			Slots
	0 to 4	5 to 9	10 or more	
Athletic Director (*release time)				
Class A Schools - 2 Periods*	\$ 8,468	\$ 10,352	\$ 12,232	2
Class AA Schools - 2 Periods*	\$ 8,468	\$ 10,352	\$ 12,232	1
Class AAA Schools - 2 Periods*	\$ 10,352	\$ 12,232	\$ 14,115	0
Class AAAA Schools - 2 Periods*	\$ 10,352	\$ 12,232	\$ 14,115	4
Middle Schools - 0 Period*	\$ 4,538	\$ 5,545	\$ 6,553	11
Assistant Athletic Director				
Secondary				
Class A and AA	\$ 4,235	\$ 5,175	\$ 6,116	3
Class AAA and AAAA	\$ 5,175	\$ 6,116	\$ 7,057	4
Football				
AAAA/AAA Varsity Head Coach (Min. 8 games)	\$ 10,352	\$ 12,232	\$ 14,115	4
AA/A Varsity Head Coach (Min. 8 games)	\$ 8,468	\$ 10,352	\$ 12,232	3
*** Assistant Football Coach	\$ 4,839	\$ 5,646	\$ 6,453	50
Middle Head Coach (Min. 6 games)	\$ 4,538	\$ 5,545	\$ 6,553	11
Middle Assistant Coach (Min. 6 games)	\$ 2,521	\$ 2,941	\$ 3,360	11
Basketball				
Varsity Head Coach (Min. 16 games)	\$ 5,646	\$ 6,587	\$ 7,528	14
Junior Varsity Coach (Min. 12 games)	\$ 2,420	\$ 2,822	\$ 3,226	14
Middle Head Coach (Min. 12 games)	\$ 3,025	\$ 3,528	\$ 4,032	22
Baseball				
Varsity Head Coach (Min. 12 games)	\$ 3,763	\$ 4,235	\$ 4,704	7
Junior Varsity Coach (Min. 9 games)	\$ 1,612	\$ 1,936	\$ 2,258	7
Softball				
Varsity Head Coach (Min. 8 games)	\$ 3,763	\$ 4,235	\$ 4,704	7
Junior Varsity Coach (Min. 6 games)	\$ 1,612	\$ 1,936	\$ 2,258	7
Wrestling				
Varsity Head Coach (Min. 16 meets)	\$ 3,763	\$ 4,235	\$ 4,704	7
Volleyball				
Varsity Head Coach (Min. 8 games)	\$ 3,199	\$ 3,387	\$ 3,575	7
Junior Varsity Coach (Min. 6 games)	\$ 1,612	\$ 1,936	\$ 2,258	7
Middle Head Coach (Min. 6 games)	\$ 1,915	\$ 2,015	\$ 2,118	11
Track				
4A/3A Varsity Head Coach (Min. 6 meets)	\$ 3,199	\$ 3,387	\$ 3,575	8
2A/1A Varsity Head Coach (Min. 6 meets)	\$ 2,634	\$ 2,824	\$ 3,012	6
Tennis				
Varsity Head Coach (Min. 6 matches)	\$ 2,072	\$ 2,258	\$ 2,448	14
Golf				
Varsity Head Coach (Min. 6 matches)	\$ 2,072	\$ 2,258	\$ 2,448	14
Middle Head Coach (Min. 5)	\$ 1,067	\$ 1,163	\$ 1,261	11

Athletic Supplements School Year 2023-2024

Athletics	**Years' Experience			Slots
	0 to 4	5 to 9	10 or more	
Cross Country				
Varsity Head Coach (Min. 6 meets)	\$ 2,072	\$ 2,258	\$ 2,448	7
Soccer				
Varsity Head Coach (Min. 8 games)	\$ 3,763	\$ 4,235	\$ 4,704	14
Junior Varsity Coach (Min. 6 games)	\$ 1,612	\$ 1,936	\$ 2,258	14
Swimming				
Varsity Head Coach (Min. 6 meets)	\$ 2,072	\$ 2,258	\$ 2,448	7
Weight Program				
Class A Schools	\$ 3,763	\$ 3,763	\$ 3,763	2
Class AA Schools	\$ 3,763	\$ 3,763	\$ 3,763	1
Class AAA Schools	\$ 4,515	\$ 4,515	\$ 4,515	0
Class AAAA Schools	\$ 4,515	\$ 4,515	\$ 4,515	4
Cheerleading				
Varsity Head Coach	\$ 3,199	\$ 3,387	\$ 3,575	7
Junior Varsity Coach	\$ 1,290	\$ 1,451	\$ 1,612	7
Middle Schools	\$ 1,714	\$ 1,816	\$ 1,915	11

*Each high school is allocated two periods for release time for athletics.

** (1) Years Experience: counted as years in that position in or out of the district.

(a) Principals may use every two years of assistant football coaching experience to count as one of head coaching experience when hiring new head football coaches.

Football is the only sport where this ratio principle may be used.

(b) It is the responsibility of all coaches to have their years experience validated with letters from every school system they were employed as coaches.

(2) Supplements are for positions for these teams only. They cannot be used for additional coaches in other sports, nor to increase any current supplement.

***ASSISTANT FOOTBALL SLOTS:

AAAA	8	AA	6
AAA	7	A	6

Note: Assistant Coach responsibilities to be declared by Head Coach.

If a school has a "B" football team, an additional assistant coach is added.

Supplements for "B" team head coaches are paid at assistant coach amounts.

Playoffs:

Playoff supplements will be paid at a rate equaling one-tenth of a coach's regular supplement for each week in the playoffs.

If junior varsity or lower level coaches are "called up" for the playoffs, schools must compensate those coaches using local funds; call-ups' playoff compensation will be determined in the same manner as described above.

Supplement Guidelines and Procedures

No person may be paid more than three supplements without approval of the Assistant Superintendent for that respective level and the District Superintendent.

No person may receive more than one supplement identified with a given program except for athletic directors who also serve as head coaches. No person may be paid for head and assistant supplements for the same sport or receive dual supplements when programs are combined, such as boys and girls tennis.

Head football coaches for middle schools are encouraged to serve as assistants to the high school program prior to their respective program start-up dates.

Head coaches and athletic directors must meet the requirements for these positions as set forth by the South Carolina High School League.

Supplements are for a set number of positions for each school. Unused coaching supplements from one sport **CANNOT** be used for additional coaches in other sports. Unused coaching supplements **CANNOT** be used to increase any other current supplement. Supplements cannot be transferred to any feeder school program or position.

Assistant principals and above are not eligible for curriculum and instruction, extracurricular or athletic supplements. Assistant Principals are only eligible for extra duty pay when “off contract” (typically covering mid-summer).

Supplements may be divided 50-50 between two individuals when both agree to share responsibilities and upon the Assistant Superintendent’s approval. A statement signed by each person is required to be on file.

Non-employees (employees with no other position in the District) may be hired for supplemental positions, preferably coaching positions. Their hours will be limited such that they make at least hourly minimum wage over the course of the season as defined by the U.S. Department of Labor. The maximum number of hours will be determined by dividing the respective supplement by the minimum wage rate. In addition, no non-employee may work more than 40 hours during a seven day period.

An hours limit will be established and provided to schools for any classified (hourly) employee who coaches, utilizing a blended hourly rate. Schools must maintain timesheets as documentation of coaching hours worked by a classified employee. Any hours in excess of the establish limit and thus in excess of the supplement amount will be covered by schools from local school funds.

Supplement payments will be included in semi-monthly paychecks. One exception: nonemployee coaches earning less than \$1,500 will be paid in two semi-annual installments.

Standard Contract Lengths by Position School Year 2023-2024

Elementary Schools

Assistant Principal	210 days
Guidance Counselor	190 days
Media Specialist	195 days
Media Aide	181 days/7.5 hours
Secretary/Bookkeeper	12 months for first 200 days for second 181 days for each additional
Student Information Clerk	200 days/8 hours
Guidance Clerk (half only, if qualify)	181 days/4 hours

Middle Schools

Assistant Principal	220 days for first 210 days for second
Guidance Counselor	195 days for first 190 days for second
Media Specialist	195 days
Media Aide	181 days/7.5 hours
Secretary/Bookkeeper	12 months for first 200 days for second 181 days for each additional
Student Information Clerk	200 days/8 hours
Guidance Clerk	181 days/8 hours

High Schools

Assistant Principals	220 days for first 210 days for second and each additional
Director of Counseling Services	225 days
Guidance Counselors	200 days
Media Specialist	195 days
Media Aide	181 days/7.5 hours
Secretary/Bookkeeper with ADM > 1000	12 months for first 12 months for second 200 days for third
Secretary/Bookkeeper with ADM < 1000	12 months for first 200 days for second 181 days for each additional
Attendance Clerk	200 days/8 hours
Registrar	12 months
Guidance Clerk	181 days/8 hours



AIKEN COUNTY
PUBLIC SCHOOLS