

BEAUFORT COUNTY SCHOOL DISTRICT
SALARY AND STIPEND SCHEDULES
2018 - 2019 SCHOOL YEAR



Alice Walton
Chief Administrative and Human Resources
Services Officer

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BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2018-2019 School Year

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PAYROLL INFORMATION

Below are the published 26 pay periods for the 2018-2019 School Year.

August 17, 2018	February 15, 2019
August 31, 2018	March 3, 2019
September 14, 2018	March 15, 2019
September 28, 2018	March 29, 2019
October 12, 2018	April 12, 2019
October 26, 2018	April 26, 2019
November 9, 2018	May 10, 2019
November 23, 2018	May 24, 2019
December 7, 2018	June 7, 2019
December 21, 2018	June 21, 2019
January 4, 2019	July 5, 2019
January 18, 2019	July 19, 2019
February 1, 2019	August 2, 2019

Employees will receive their Direct Deposit notifications via their district email account.

Teacher supply checks will be sent to the schools on August 13, 2018.

W-2s for Calendar Year 2018 will be sent to employees during the last week in January 2019.

It is the employee's responsibility to notify the Human Resources Department of changes to their teaching certificate. The Human Resources Department will then make the required changes to your annual salary.

Locality Supplement - You must be in a "Full-Time" employment status in order to be eligible to receive this supplement. "Full-Time" is defined as working at least 30 hours per week. The first payment will be made on **December 7, 2018** and the second payment will be made on **May 24, 2019**.

If you are a late hire the scheduled locality payment will be pro-rated for the actual number of days worked.

If you leave the district prior to the scheduled payment(s), you **WILL NOT** be eligible to receive this supplement.

The following annual locality supplements have been approved:

Administrative Staff - \$1,500.00
Certified Staff - \$5,000.00
Classified Staff - \$1,500.00

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BEGINNING AND ENDING WORK DATES

180 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/20/2018	05/31/2019
Behavior Interventionist		
Behavior Management Specialist		
Bus Driver		
Bus Monitor		
Cafeteria Operator		
Educational Interpreter		
Nurse - LPN		
182 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/16/2018	05/31/2019
Food Service Manager		
182 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/17/2018	05/31/2019
Employees in this Group will attend Staff Development on 02/18/2019		
Behavior Interventionist		
Computer Lab Assistant		
Job Coach		
Kindergarten Assistant		
Media Assistant		
Montessori Assistant		
Pre-Kindergarten Assistant		
Special Education Assistant		
Special Education Assistant - AEA		
Teacher Assistant		
190 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/13/2018	06/06/2019
Administrative Assistant		
Administrative Associate		
Behavior Management Specialist		
Bilingual Liaison		
Computer Lab Assistant (Grandfathered)		
Guidance Counselor (Elementary Schools)		
Intern Psychologist		
Job Coach		
Kindergarten Assistant (Grandfathered)		
Media Assistant (Grandfathered)		
Military Academy Instructor		

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BEGINNING AND ENDING WORK DATES

Nurse - LPN		
Nurse - RN		
Occupational Therapist		
Parent Liaison		
Pre-Kindergarten Assistant (Grandfathered)		
Psychologist		
Special Education Assistant - AEA (Grandfathered)		
Special Education Assistant (Grandfathered)		
Speech Therapist		
Teacher		
Teacher Assistant		
195 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/06/2018	06/06/2019
Educational Technology Coach		
Literacy Coach		
Media Specialist		
Numeracy Coach		
200 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/06/2018	06/13/2019
Administrative Assistant (Grandfathered)		
Autism Program Manager		
Social Worker		
205 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	07/30/2018	06/13/2019
Administrative Assistant (Grandfathered)		
Guidance Counselor (Middle School & High School)		
210 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	07/30/2018	06/20/2019
Assistant Principal (Elementary School & Middle School)		
Guidance - Chairs (High School)		
220 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	07/23/2018	06/27/2019
Employees in this Group will work summer hours - 4, 10 hour days for the week of 07/23/2018 - 07/26/2019		
Administrative Associate (Grandfathered)		
Assistant Principal (High School)		
Athletic Directors (High School)		
Dean of Students (High School)		

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ADMINISTRATIVE STAFF SALARY LEVELS

POSITION TITLE	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Autism Program Manager	8	240	201	\$26.38	\$37.05
Coordinator of CATE	8	260	202	\$27.84	\$39.09
Coordinator of Energy Management	8	260			
Coordinator of Title 1	8	260			
Data Coordinator	8	260			
Data Support Coordinator	8	260			
System Support Specialist II	8	260			
Coordinator of English/Language Arts	8	240	203	\$29.37	\$41.24
Coordinator of I-Learning	8	240			
Coordinator of Math	8	240			
Coordinator of School Nurses	8	240			
Coordinator of Social Studies	8	240			
Coordinator of Special Education	8	240			
Coordinator of STEM	8	240			
Coordinator of World Languages	8	240			
Systems Engineer	8	260			
Systems Support Area Supervisor	8	260			
ADEPT Coordinator	8	260	204	\$30.98	\$43.51
Coordinator of Assessment	8	260			
Coordinator of Educational Technology	8	240			
Coordinator of Planning	8	260			
Coordinator Protective Services	8	260			
Coordinator Risk Management	8	260			
Project Management of Technology	8	260			
Talent Acquisition Specialist	8	260			
NOT CURRENTLY USED	8	260	205	\$32.69	\$45.90
Assistant Principal - Elementary Schools	8	210	206	\$34.48	\$48.43

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ADMINISTRATIVE STAFF SALARY LEVELS

POSITION TITLE	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Assistant Principal - Middle Schools	8	210	207	\$36.38	\$51.09
Athletic Director	8	220			
Dean of Students	8	220			
Director of Elementary Education	8	260			
Director of Secondary Education	8	260			
Director of Adult Education	8	260			
Director of Alternative Programs	8	260			
Director of CATE	8	260			
Director of Communication	8	260			
Director of Data Services	8	260			
Director of Educational Technology	8	260			
Director of Finance	8	260			
Director of Grants Management	8	260			
Director of Internal Controls	8	260			
Director of Network Operations	8	260			
Director of Personnel	8	260			
Director of Special Education	8	260			
Director of Transportation	8	260			
Project Management of Construction	8	260			
Assistant Principal - High Schools	8	220	208	\$38.38	\$53.90
Principal - Elementary Schools	8	260			
Principal - Middle Schools	8	260	209	\$40.49	\$56.86
Principal - High Schools	8	260	210	\$42.72	59.99
Human Resources Officer	8	260	211	\$45.07	\$63.29
Instructional Services Officer	8	260			
Financial Services Officer	8	260			
Technology Services Officer	8	260			

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ADMINISTRATIVE STAFF SALARY LEVELS

POSITION TITLE	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Chief Administrative and Human Resources Services Officer	8	260	212	\$47.55	\$66.77
Chief Finance Officer	8	260			
Chief Instructional Services Officer	8	260			
Chief Operations Officer	8	260			
NOT CURRENTLY USED	8	260	213	\$50.17	\$70.45
NOT CURRENTLY USED	8	260	214	\$52.93	\$74.32

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**ADMINISTRATIVE STAFF
 SALARY LEVELS, STEPS and HOURLY RATES**

STEP	201	202	203	204	205	206	207	208	209	210	211	212	213	214
0	26.38	27.84	29.37	30.98	32.69	34.48	36.38	38.38	40.49	42.72	45.07	47.55	50.17	52.93
1	26.83	28.30	29.86	31.50	33.24	35.07	36.99	39.03	41.18	43.44	45.83	48.35	51.01	53.82
2	27.27	28.77	30.36	32.03	33.79	35.65	37.61	39.68	41.86	44.16	46.59	49.15	51.86	54.71
3	27.72	29.24	30.85	32.55	34.34	36.23	38.22	40.32	42.54	44.88	47.35	49.95	52.70	55.60
4	28.16	29.71	31.35	33.07	34.89	36.81	38.83	40.97	43.22	45.60	48.11	50.75	53.55	56.49
5	28.61	30.18	31.84	33.59	35.44	37.39	39.45	41.62	43.90	46.32	48.87	51.56	54.39	57.38
6	29.05	30.65	32.33	34.11	35.99	37.97	40.06	42.26	44.59	47.04	49.63	52.36	55.24	58.27
7	29.50	31.12	32.83	34.64	36.54	38.55	40.67	42.91	45.27	47.76	50.39	53.16	56.08	59.17
8	29.94	31.59	33.32	35.16	37.09	39.13	41.28	43.56	45.95	48.48	51.15	53.96	56.93	60.06
9	30.38	32.06	33.82	35.68	37.64	39.71	41.90	44.20	46.63	49.20	51.90	54.76	57.77	60.95
10	30.83	32.52	34.31	36.20	38.19	40.29	42.51	44.85	47.32	49.92	52.66	55.56	58.62	61.84
11	31.27	32.99	34.81	36.72	38.74	40.87	43.12	45.50	48.00	50.64	53.42	56.36	59.46	62.73
12	31.72	33.46	35.30	37.25	39.29	41.46	43.74	46.14	48.68	51.36	54.18	57.16	60.31	63.62
13	32.16	33.93	35.80	37.77	39.84	42.04	44.35	46.79	49.36	52.08	54.94	57.96	61.15	64.51
14	32.61	34.40	36.29	38.29	40.40	42.62	44.96	47.43	50.04	52.80	55.70	58.76	62.00	65.41
15	33.05	34.87	36.79	38.81	40.95	43.20	45.57	48.08	50.73	53.52	56.46	59.57	62.84	66.30
16	33.50	35.34	37.28	39.33	41.50	43.78	46.19	48.73	51.41	54.24	57.22	60.37	63.69	67.19
17	33.94	35.81	37.78	39.85	42.05	44.36	46.80	49.37	52.09	54.96	57.98	61.17	64.53	68.08
18	34.38	36.28	38.27	40.38	42.60	44.94	47.41	50.02	52.77	55.67	58.74	61.97	65.38	68.97
19	34.83	36.74	38.77	40.90	43.15	45.52	48.03	50.67	53.45	56.39	59.50	62.77	66.22	69.86
20	35.27	37.21	39.26	41.42	43.70	46.10	48.64	51.31	54.14	57.11	60.26	63.57	67.07	70.76
21	35.72	37.68	39.76	41.94	44.25	46.68	49.25	51.96	54.82	57.83	61.01	64.37	67.91	71.65
22	36.16	38.15	40.25	42.46	44.80	47.26	49.86	52.61	55.50	58.55	61.77	65.17	68.76	72.54
23	36.61	38.62	40.74	42.99	45.35	47.85	50.48	53.25	56.18	59.27	62.53	65.97	69.60	73.43
24+	37.05	39.09	41.24	43.51	45.90	48.43	51.09	53.90	56.86	59.99	63.29	66.77	70.45	74.32

NOTE: A "Step" on the salary schedule **DOES NOT** equal years of experience.

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CERTIFIED STAFF SALARY CLASSIFICATIONS AND YEARS EXPERIENCE

YEARS EXP	BA	BA+18	MA	MA+30	PHD/EDD
0	35,508	37,104	40,656	44,207	47,758
1	35,508	37,104	40,656	44,207	47,758
2	36,289	38,066	41,720	45,273	49,178
3	37,283	39,058	42,787	46,338	50,599
4	38,241	40,017	43,852	47,401	52,018
5	39,236	41,012	44,918	48,469	53,438
6	40,195	41,971	45,983	49,533	54,860
7	41,190	42,964	47,047	50,599	56,279
8	42,147	43,923	48,112	51,664	57,700
9	43,143	44,918	49,178	52,730	59,120
10	44,100	45,876	50,242	53,795	60,539
11	45,094	46,870	51,308	54,860	61,960
12	46,054	47,829	52,374	55,924	63,380
13	47,047	48,823	53,438	56,989	64,802
14	48,006	49,782	54,504	58,054	66,221
15	49,001	50,777	55,570	59,120	67,641
16	49,959	51,735	56,636	60,186	69,063
17	50,952	52,730	57,700	61,250	70,483
18	51,913	53,688	58,765	62,315	71,904
19	52,837	54,613	59,761	63,343	73,257
20	53,769	55,546	60,780	64,390	74,639
21	54,727	56,504	61,821	65,455	76,042
22	55,273	57,068	62,435	66,108	76,804
23	55,828	57,640	63,062	66,768	77,574
24+	56,385	58,216	63,694	67,437	78,351

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**OCCUPATIOANL THERAPIST AND PHYSICAL THERAPIST
 SALARY SCHEDULE**

YEARS EXP	HOURLY RATE	DAILY RATE	ANNUAL SALARY
0	32.25	241.87	45,957
1	33.02	247.71	47,066
2	33.80	253.54	48,173
3	34.58	259.36	49,279
4	35.36	265.20	50,388
5	36.13	271.02	51,495
6	36.91	276.85	52,603
7	37.69	282.68	53,710
8	38.46	288.51	54,818
9	39.24	294.34	55,925
10	40.02	300.17	57,033
11	40.79	305.99	58,139
12	41.57	311.82	59,246
13	42.35	317.64	60,353
14	43.13	323.48	61,462
15	43.90	329.31	62,570
16	44.68	335.13	63,676
17	45.46	340.96	64,783
18	46.21	346.58	65,852
19	46.97	352.31	66,940
20	47.75	358.14	68,047
21	48.22	361.71	68,726
22	48.71	365.32	69,412
23	49.19	368.98	70,107
24+	49.68	372.64	70,802

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CLASSIFIED STAFF SALARY LEVELS

POSITION TITLE	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Administrative Associate	8	190 or 260	101	\$10.72	\$17.80
School Bus Monitor	6	180			
Cafeteria Operator	6	180			
Custodian	8	260			
Kindergarten Assistant	7.5	182	102	\$11.31	\$18.78
Montessori Assistant	7.5	182			
Pre-Kindergarten Assistant	7.5	182			
Teacher Assistant	7.5	182			
Computer Lab Assistant	7.5	182	103	\$11.93	\$19.82
Food Service Manager	8	182			
Head Custodian	8	260			
Media Assistant	7.5	182			
Special Education Assistant	7.5	182			
Special Education Assistant - AEA	7.5	182			
Data Clerk	8	260	104	\$12.59	\$20.91
Dispatcher	8	260			
Parent Educator	8	260			
School Bus Driver	6	180			
Carpenter	8	260	105	\$13.28	\$22.06
Maintenance Technician	8	260			
Accounts Payable Assistant I	8	260	106	\$14.01	\$23.27
Administrative Assistant	8	190 or 260			
Bookkeeper I (ES)	8	260			
Courier	8	260			
Nurse Assistant	7.5	182			
Bookkeeper II (MS, HS, DO)	8	260	107	\$14.78	\$24.55
Payroll Specialist I	8	260			
Personnel Specialist I	8	260			

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CLASSIFIED STAFF SALARY LEVELS

POSITION TITLE	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Behavior Interventionist	7.5	180	108	\$15.60	\$25.90
Bilingual Liaison	8	190			
Office Manager I (ES)	8	260			
Parent Liaison	8	190			
Theater Technician	8	260			
Accounts Payable Assistant II	8	260	109	\$16.45	\$27.33
Administrative Support	8	260			
Career Development Facilitator (ACE)	8	205			
Executive Administrative Assistant	8	260			
Job Coach	8	190			
Nurse - LPN	8	190			
Office Manager II (MS, HS, DO, TRANS)	8	260			
Account Specialist	8	260	110	\$17.36	\$28.83
Area Supervisor of Transportation	8	260			
Benefits Specialist	8	260			
Compliance Management Specialist	8	260			
Data Technician	8	260			
Information Technology - Transportation	8	260			
Military Academy Instructor	8	190			
Payroll Specialist II	8	260			
Personnel Specialist II	8	260			
Procurement Specialist	8	260			
Operations Specialist	8	260			
Specialist - Software Management	8	260			
Specialist - Facilities	8	260			
Specialist - Technology	8	260			
Student Data Specialist	8	260			
Student Services Specialist	8	260			
Behavior Management Specialist	8	190	111	\$18.31	\$30.41
Coordinator of Community Services	8	260			
Coordinator of Media Production	8	260			
Executive Assistant to the Superintendent / Paralegal	8	260			
HR Manager	8	260			

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CLASSIFIED STAFF SALARY LEVELS

POSITION TITLE	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Social Media / Web Content Manager	8	260	111	\$18.31	\$30.41
HR Facilitator	8	260	112	\$19.32	\$32.09
Mechanic	8	260			
Payroll Manager	8	260			
Procurement Facilitator	8	260			
Accountant	8	260	113	\$20.38	\$33.85
Account - Title 1	8	260			
Budget Analyst	8	260			
Educational Interpreter	7.5	180			
Nurse - RN	8	190			
Service Desk Lead	8	260			
Systems Support Specialist I	8	260			
Telecommunications Specialist	8	260			
Social Worker	8	200	114	\$21.51	\$35.71

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CLASSIFIED STAFF SALARY LEVELS, STEPS and HOURLY RATES

STEP	101	102	103	104	105	106	107	108	109	110	111	112	113	114
0	10.72	11.31	11.93	12.59	13.28	14.01	14.78	15.60	16.45	17.36	18.31	19.32	20.38	21.51
1	11.01	11.62	12.26	12.93	13.65	14.40	15.19	16.03	16.91	17.84	18.82	19.85	20.95	22.10
2	11.31	11.93	12.59	13.28	14.01	14.78	15.60	16.45	17.36	18.31	19.32	20.39	21.51	22.69
3	11.61	12.24	12.92	13.63	14.38	15.17	16.00	16.88	17.81	18.79	19.83	20.92	22.07	23.28
4	11.90	12.56	13.25	13.97	14.74	15.56	16.41	17.31	18.27	19.27	20.33	21.45	22.63	23.87
5	12.20	12.87	13.57	14.32	15.11	15.94	16.82	17.74	18.72	19.75	20.83	21.98	23.19	24.47
6	12.49	13.18	13.90	14.67	15.47	16.33	17.22	18.17	19.17	20.23	21.34	22.51	23.75	25.06
7	12.79	13.49	14.23	15.01	15.84	16.71	17.63	18.60	19.62	20.70	21.84	23.05	24.31	25.65
8	13.08	13.80	14.56	15.36	16.21	17.10	18.04	19.03	20.08	21.18	22.35	23.58	24.87	26.24
9	13.38	14.11	14.89	15.71	16.57	17.48	18.45	19.46	20.53	21.66	22.85	24.11	25.44	26.83
10	13.67	14.42	15.22	16.05	16.94	17.87	18.85	19.89	20.98	22.14	23.36	24.64	26.00	27.43
11	13.97	14.73	15.55	16.40	17.30	18.26	19.26	20.32	21.44	22.62	23.86	25.17	26.56	28.02
12	14.26	15.05	15.87	16.75	17.67	18.64	19.67	20.75	21.89	23.09	24.36	25.70	27.12	28.61
13	14.56	15.36	16.20	17.09	18.03	19.03	20.07	21.18	22.34	23.57	24.87	26.24	27.68	29.20
14	14.85	15.67	16.53	17.44	18.40	19.41	20.48	21.61	22.80	24.05	25.37	26.77	28.24	29.79
15	15.15	15.98	16.86	17.79	18.77	19.80	20.89	22.04	23.25	24.53	25.88	27.30	28.80	30.39
16	15.44	16.29	17.19	18.13	19.13	20.18	21.29	22.47	23.70	25.01	26.38	27.83	29.36	30.98
17	15.74	16.60	17.52	18.48	19.50	20.57	21.70	22.90	24.15	25.48	26.89	28.36	29.92	31.57
18	16.03	16.91	17.85	18.83	19.86	20.96	22.11	23.32	24.61	25.96	27.39	28.90	30.49	32.16
19	16.33	17.23	18.17	19.17	20.23	21.34	22.51	23.75	25.06	26.44	27.89	29.43	31.05	32.75
20	16.62	17.54	18.50	19.52	20.59	21.73	22.92	24.18	25.51	26.92	28.40	29.96	31.61	33.35
21	16.92	17.85	18.83	19.87	20.96	22.11	23.33	24.61	25.97	27.39	28.90	30.49	32.17	33.94
22	17.21	18.16	19.16	20.21	21.33	22.50	23.74	25.04	26.42	27.87	29.41	31.02	32.73	34.53
23	17.51	18.47	19.49	20.56	21.69	22.88	24.14	25.47	26.87	28.35	29.91	31.56	33.29	35.12
24+	17.80	18.78	19.82	20.91	22.06	23.27	24.55	25.90	27.33	28.83	30.41	32.09	33.85	35.71

NOTE: A "Step" on the salary schedule **DOES NOT** equal years of experience.

CERTIFIED STAFF PAY FOR EXTRA WORK

Certified Staff, Professional Development

- Certified Staff who participates in district and/or school-sponsored professional development on days outside the school calendar will be paid at the rate of **\$100 per day** OR rate established by Instructional Services or school Principal.
- Certified Staff who facilitate/deliver professional development at the request of a district administrator or principal will be paid per the "**written agreement**" established by the District's Purchasing Office and the Employee.

Certified Staff, Instructional Assistance

Certified Staff who provided **any instructional** duties beyond the scope of their normal work schedule at the request of the school or district will be paid at the rate of **\$26.27 per hour** for this work. This only applies to duties that provide direct instruction to students.

Certified Staff who serves as the **Coordinator** for programs beyond the scope of their normal work schedule at the request of the school or district will be paid at the rate of **\$31.52 per hour**. This only applies to coordinating programs that provide direct instruction to students.

Certified Staff, Building Support

Certified Staff who assist with support for building activities that do not require or use the educator's expertise (e.g., opening the building for outside users or activities on non-school calendar days) will be paid at the rate of **\$18.91 per hour**. These staff members are expected to remain with the group throughout the time that they use the facility to ensure safety and security for users and the building. They should concentrate on supporting the activity and not on other work while they are there and being paid.

Work performed that is part of the staff member's job will not be eligible for additional pay. All BCSD employees who do work outside the scope of their jobs and beyond their scheduled work days which is eligible for additional pay *will be paid through payroll*, not through accounts payable. The IRS identifies them as employees, so all of their pay must go through payroll.

BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2018-2019 School Year

CERTIFIED STAFF PAY FOR EXTRA WORK

Support for Activities that do not Require Certification

Certified staff who assists with support for activities that do not require certification and which are not related to support for building activities (e.g., taking or selling tickets at games) will be paid at the rate of **\$12.61 per hour**.

CLASSIFIED STAFF PAY FOR EXTRA WORK

Work performed that is part of the staff member's job will not be eligible for additional pay. All BCSD employees who perform work outside the scope of their primary job and beyond their scheduled work days, which is eligible for additional pay, *will be paid through payroll*, not through accounts payable. The IRS identifies them as employees and their pay must process through payroll.

In general, classified staff working in extended-day programs must receive overtime pay if they work more than 40 hours per week. (Paid holidays and other paid leave days do not, in general, count towards the 40 hours worked.) A "blended rate calculation" will be assigned for any overtime hours worked.

The standard hourly rate for classified staff working jobs outside of the 40 hour work week will receive an hourly rate of **\$12.61 per hour** plus overtime. A "blended rate calculation" will be assigned for any overtime hours worked. For extended day activities such as Before and After School, please see "Procedures for Timesheets and Extended-Day Activities" below.

Classified Staff who serves as the **Coordinator** for programs beyond the scope of their normal work schedule at the request of the school or district will be paid at the rate of **\$17.86 per hour**.

Tutor Hourly Rates - **\$12.61 per hour**, Associates Degree or at least 60 college credit hours, **\$18.91 per hour**, Holds a Bachelor's Degree or Higher.

Activity Bus Driver - **\$15.76 per hour**.

Educational Interpreters - Will be paid their daily rate to support school/district functions as approved by the Superintendent.

Professional Development

Classified Staff who participates in district and/or school-sponsored professional development on days outside the school calendar will be paid at the rate of **\$12.61 per hour** plus overtime, if applicable. A "blended rate calculation" will be assigned for any overtime hours worked.

Procedure for Timesheets and Extended-Day Activities

If performing similar duties in regular and extended day activities, classified staff in an extended-day program will be paid at their regular job hourly rate or **\$12.61 per hour**, whichever is the higher rate, for their extended-day time. For these staff members, two time sheets must be submitted together.

BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
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CLASSIFIED STAFF PAY FOR EXTRA WORK

- The timesheet for the pay period will show their regular school day hours worked and total hours worked (to be submitted on a **white** time sheet with no pay calculations).
- The other time sheet will show extended-day time (regular **green** time sheet). The green time sheet should be stapled on top of the white time sheet.

Bus Drivers will need to submit "Orange" timesheets to payroll if they drive for field trips or events that occur beyond their normal 6-hour day. Orange timesheets will be provided by your Area Supervisor. Any hours worked beyond 40 hours, combination of normal hours plus additional timesheet hours, will be paid at a rate of time and a half.

BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2018-2019 School Year

ACADEMIC SUPPLEMENTS

ELEMENTARY SCHOOLS

<u>Position</u>	<u>Stipend</u>
Chorus (Minimum 3 School Performances)	\$1,260
Committee Chair (Maximum of 5)	\$472
Gifted and Talented Coordinator	\$945
Grade Level Chairs (Maximum of 5)	\$630
Head Teacher	\$945
IB Coordinator	\$787
Intervention Convention	\$472
Literacy Magazine	\$630
Newspaper (Maximum 4 Issues)	\$250/Issue
Pre-School Club Coordinator	\$630
Science Fair Coordinator	\$474
RTI Coordinator	\$787
RTI Member	\$472
RTI Secretary	\$630
Testing Coordinator	\$3,149
Webmaster	\$625
Year Book	\$630

MIDDLE SCHOOLS

<u>Position</u>	<u>Stipend</u>
Band (Minimum 3 School Performances)	\$2,519
Chess	\$630
Chorus	\$1,260
Committee Chair (Maximum of 5)	\$630
Dance (Minimum 3 Performances)	\$945
Debate	\$630
Department Chair	\$630
Drama (Minimum 3 Performances)	\$1,260
Gifted and Talented Coordinator	\$945
Newspaper (Maximum 4 Issues)	\$250/Per Issue
Science Fair Coordinator	\$630
RTI Coordinator	\$1,260
Strings (Minimum 3 Performances)	\$1,260
Student Council	\$945
Team Leader	\$945
Webmaster	\$625
Yearbook	\$945

BEAUFORT COUNTY SCHOOL DISTRICT
 Salary and Stipend Schedules
 2018-2019 School Year

ACADEMIC SUPPLEMENTS

INTERMEDIATE SCHOOLS (PRE-K to 8th)

<u>Position</u>	<u>Stipend</u>
Band (Minimum 3 School Performances)	\$2,519
Chess	\$630
Chorus	\$1,260
Committee Chair (Maximum of 5)	\$630
Dance (Minimum 3 School Performances)	\$945
Debate	\$630
Department Chair / Grade Level Chair	\$630
Drama (Minimum 3 School Performances)	\$1,260
Gifted and Talented Coordinator	\$945
IB Coordinator	\$787
Intervention Convention	\$472
Literacy Magazine	\$630
Newspaper	\$250 per issue (max 4 issues)
Pre-School Club Coordinator	\$630
RTI Coordinator	\$1,260
Science Fair Coordinator	\$630
Strings (Minimum 3 Performances)	\$1,260
Student Council	\$945
Team Leader / Head Teacher	\$945
Testing Coordinator	\$3,149
Webmaster	\$625
Yearbook	\$945

BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
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ACADEMIC SUPPLEMENTS

HIGH SCHOOLS

<u>Position</u>		<u>Stipend</u>
Band (marching/Minimum 3 School Performances)		\$3,779-\$6,299
Chess		\$630
Chorus (Minimum 3 School Performances)		\$3,149
Committee Chair (Maximum of 5)		\$630
Class Sponsor	9th	\$474
	10th	\$630
	11th	\$1,260
	12th	\$1,260
Dance (Minimum of 3 School Performances)		\$1,575
Debate (5-10 events)		\$945
Department Chair/Small School Leader 3-5 teachers		\$945
	6-10 teachers	\$1,260
	11+ teachers	\$1,575
Drama (Minimum 3 School Productions)		\$3,779
Literary Magazine		\$630
National Honor Society		\$630
Newspaper		\$250/issue (maximum 6 issues)
RTI Coordinator		\$1,575
SADD/Red Ribbon		\$630
Science Fair Coordinator		\$630
Strings (Minimum of 3 School Performances)		\$1,575
Student Council		\$1,260
Theater Manager (Scheduling and Support School Performances)		\$500 - \$2,500
Webmaster		\$1,890
Yearbook		\$1,575

BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2018-2019 School Year

ACADEMIC SUPPLEMENT NOTES

The positions listed on pages 27-28 will be paid from a Stipend Allocation for the school year. Positions not currently listed must have prior approval of the Chief Administrative and Human Resources Services Officer before the stipend can be paid.

NOTE: The stipend budget allocation is not sufficient to cover all of these positions, so principals will need to choose the positions for their schools very carefully.

Non-Exempt Employees may not be paid supplements. Hours worked beyond 40 per week will be compensated either on time-and-a-half or blended overtime rate and will be paid on a timesheet.

Certified Staff supplements will be paid in two (2) installments: (1) payment in December and (1) payment in May.

Student Activity Funds and Booster Club Funds cannot be used to pay Academic Supplements.

BEAUFORT COUNTY SCHOOL DISTRICT
 Salary and Stipend Schedules
 2018-2019 School Year

ATHLETIC SUPPLEMENTS

MIDDLE SCHOOLS

FALL	
POSITION	TOTAL PER SEASON
Cheerleading - Head	\$976
Cheerleading - Assistant	\$488
Football - Head Coach	\$2,278
Football - Assistant Coach (3)	\$1,302
Volleyball - Head Coach	\$2,278
Volleyball - Assistant Coach	\$1,302
WINTER	
POSITION	TOTAL PER SEASON
Basketball - Head Coach	\$2,278
Basketball - Assistant	\$1,302
Cheerleading - Head	\$976
Cheerleading - Assistant	\$488
Wrestling - Head Coach	\$1,627
SPRING	
POSITION	TOTAL PER SEASON
Baseball/Softball - Head Coach	\$2,278
Baseball/Softball - Assistant Coach	\$1,302
Track - Head Coach	\$2,278
Track - Assistant Coach (2)	\$1,302
Soccer - Head Coach	\$2,278
Soccer - Assistant Coach	\$1,302
FALL, WINTER AND SPRING	
POSITION	TOTAL PER SEASON
Athletic Director*	\$1,627
Assistant Athletic Director*	\$651
Athletic Study Hall Coordinator*	\$976
*If filled by classified staff, timesheets are required	

BEAUFORT COUNTY SCHOOL DISTRICT
 Salary and Stipend Schedules
 2018-2019 School Year

ATHLETIC SUPPLEMENTS

HIGH SCHOOLS

FALL	
POSITION	TOTAL PER SEASON
Cheerleading - Head	\$2,928
Cheerleading - JV	\$1,302
Cross Country - Head Coach (if combined)	\$2,278
Cross Country - Head Coach	\$1,627
Cross Country - Assistant Coach	\$976
Golf - Girls	\$1,952
Football - Head Coach ¹	\$16,269
Football - Coordinator (2)	\$5,857
Football - Assistant Coach (8)	\$3,901
Football - Equipment Manager	\$2,000
Football - Camera / Support (2)	\$1,000
Tennis - Girls	\$1,952
Swimming - Head Coach	\$1,627
Swimming - Assistant Coach	\$976
Volleyball - Head Coach	\$3,254
Volleyball - JV Head Coach	\$1,627
Volleyball - Assistant Coach	\$1,302
WINTER	
POSITION	TOTAL PER SEASON
Basketball - Head Coach ¹	\$6,508
Basketball - Varsity Assistant	\$2,278
Basketball - JV Head	\$2,603
Basketball - JV Assistant	\$1,627
Cheerleading - Head	\$1,627
Cheerleading - JV	\$1,302
Wrestling - Head Coach	\$3,254
Wrestling - Assistant Coach	\$1,627
SPRING	
POSITION	TOTAL PER SEASON
Golf - Boys	\$1,952
Baseball/Softball - Varsity Head Coach	\$3,254
Baseball/Softball - Varsity Assistant Coach	\$1,627
Baseball/Softball - JV Head Coach	\$1,952
Soccer - JV Assistant Coach	\$1,302

BEAUFORT COUNTY SCHOOL DISTRICT
 Salary and Stipend Schedules
 2018-2019 School Year

ATHLETIC SUPPLEMENTS

HIGH SCHOOLS

SPRING	
POSITION	TOTAL PER SEASON
Baseball/Softball - JV Assistant Coach	\$1,302
Lacrosse - Head Coach	\$3,254
Lacrosse - Assistant Coach	\$1,302
Soccer - Varsity Head Coach	\$3,254
Soccer - Varsity Assistant	\$1,627
Soccer - JV Head Coach	\$1,952
Soccer - JV Assistant Coach	\$1,302
Tennis - Boys	\$1,952
Track - Head Coach (if combined)	\$4,230
Track - Head Coach	\$3,254
Track - Assistant Coach (2)	\$1,627
FALL, WINTER AND SPRING	
POSITION	TOTAL PER SEASON
Assistant Athletic Director*	\$1,302
Weight/Conditioning - Head Coach*	\$1,302
Admin Support/Eligibility Coordinator*	\$1,952
Athletic Study Hall Coordinator*	\$976
¹ Will be paid over 26 paychecks *If filled by classified staff, timesheets are required	

BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2018-2019 School Year

ATHLETIC SUPPLEMENT NOTES

Athletic supplements are paid for work performed during the "approved" season dates as set forth by the South Carolina High School League schedules.

Supplements may not be used to add to individual's salaries for duties that are part of the current job responsibilities.

Athletic Directors at the high school level will not coach and will not be paid athletic supplements.

High School Head Football Coach and High School Head Basketball Coach positions will be paid the athletic supplement over 26 paychecks during the school year. Principals and Athletic Directors will identify the Head Football and Head Basketball coaches each year and notify Human Resources by memo, co-signed by the Principal and Athletic Director, by July 1.

The athletic positions are paid from a stipend allocation for the year. The stipend budget allocation is not sufficient to cover all positions listed. Principals will choose positions for athletic staff carefully. Positions filled within the school are to be paid this amount. Positions shall not be divided. Schools may use these funds for other positions with prior approval of the Chief Administrative and Human Resources Services Officer. No stipends will be paid for activities during the school day.

If the positions of *Admin Support/Eligibility Coordinator, Athletic Study Hall Coordinator, Athletic Directors (Middle Schools) and Assistant Athletic Directors* are filled by Classified employees, timesheets are required and they will be paid according to the established payroll schedule. Hours worked by Classified employees beyond 40 per week will be compensated at **\$12.61 plus applicable overtime.**

All Head Coaches "MUST" be a full-time Certified or Classified employee of Beaufort County School District. The Chief Administrative and Human Resources Officer may waive this requirement at the Principal's request.

High School Head Cross Country Coach position may be combined (boys & girls). If combined, a second assistant is allowed. If not combined, a maximum of four coaches is allowed for cross country.

BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2018-2019 School Year

ATHLETIC SUPPLEMENT NOTES

High School Head Track Coach position may be combined (boys & girls). If combined, a third assistant is allowed. If not combined, a maximum of six coaches is allowed for track.

Athletic supplements will be paid on the following schedule:

- Fall sports: September and October (4 installments)
- Winter sports: December and January (4 installments)
- Spring sports: March and April (4 installments)

Student Activity Funds and Booster Club Funds cannot be used to pay Athletic Supplements.

PLAY-OFF GAMES AND PLAY-OFF PRACTICES

High school play-off games and play-off practice days will be paid at a rate of **\$25 per day**. A memo to the Payroll Department and Human Resources must indicate the Coaches Name, Employee Number, School Name and Total Amount to be paid for each athletic staff member participating in play-off games and practices. The memo must be signed by the Principal and Athletic Director. **The Head Football Coach is not entitled to receive this supplement.**

Athletic Directors must submit a play-off schedule for each sport requesting payments. Payments will not be made until all required information is provided.

Cheerleading Coaches are not entitled to receive a stipend payment for playoff practices or games.