

SALARY SCHEDULES

2010 – 2011

Aiken County Public Schools

July 1, 2010

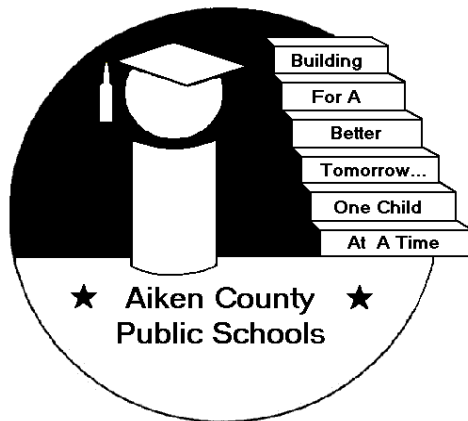


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**TEACHER SALARY SCHEDULE
2010 - 2011**

Salary Step	Prior Yrs Exp		Class 8 Doctor's Degree	Class 7 Master's Degree + 30 Hours	Class 1 Master's Degree	Class 2 Bachelor's Degree +18	Class 3 Bachelor's Degree
E0	0	Annual	48,602.00	44,287.00	41,130.00	37,388.00	35,729.00
		Monthly (12)	4,050.17	3,690.58	3,427.50	3,115.67	2,977.42
		Daily (190)	255.80	233.09	216.47	196.78	188.05
E1	1	Annual	48,602.00	44,287.00	41,130.00	37,388.00	35,729.00
		Monthly (12)	4,050.17	3,690.58	3,427.50	3,115.67	2,977.42
		Daily (190)	255.80	233.09	216.47	196.78	188.05
E2	2	Annual	48,602.00	44,287.00	41,130.00	37,388.00	35,729.00
		Monthly (12)	4,050.17	3,690.58	3,427.50	3,115.67	2,977.42
		Daily (190)	255.80	233.09	216.47	196.78	188.05
E3	3	Annual	48,602.00	44,287.00	41,130.00	37,388.00	35,729.00
		Monthly (12)	4,050.17	3,690.58	3,427.50	3,115.67	2,977.42
		Daily (190)	255.80	233.09	216.47	196.78	188.05
4	4	Annual	49,928.00	45,284.00	41,965.00	38,317.00	36,658.00
		Monthly (12)	4,160.67	3,773.67	3,497.08	3,193.08	3,054.83
		Daily (190)	262.78	238.34	220.87	201.67	192.94
5	5	Annual	51,254.00	46,278.00	42,961.00	39,213.00	37,554.00
		Monthly (12)	4,271.17	3,856.50	3,580.08	3,267.75	3,129.50
		Daily (190)	269.76	243.57	226.11	206.38	197.65
6	6	Annual	52,581.00	47,273.00	43,956.00	40,140.00	38,483.00
		Monthly (12)	4,381.75	3,939.42	3,663.00	3,345.00	3,206.92
		Daily (190)	276.74	248.81	231.35	211.26	202.54
7	7	Annual	53,909.00	48,269.00	44,951.00	41,037.00	39,378.00
		Monthly (12)	4,492.42	4,022.42	3,745.92	3,419.75	3,281.50
		Daily (190)	283.73	254.05	236.58	215.98	207.25
8	8	Annual	55,236.00	49,264.00	45,947.00	41,965.00	40,308.00
		Monthly (12)	4,603.00	4,105.33	3,828.92	3,497.08	3,359.00
		Daily (190)	290.72	259.28	241.83	220.87	212.15
9	9	Annual	56,562.00	50,259.00	46,942.00	42,862.00	41,202.00
		Monthly (12)	4,713.50	4,188.25	3,911.83	3,571.83	3,433.50
		Daily (190)	297.69	264.52	247.06	225.59	216.85
10	10	Annual	57,889.00	51,254.00	47,937.00	43,791.00	42,131.00
		Monthly (12)	4,824.08	4,271.17	3,994.75	3,649.25	3,510.92
		Daily (190)	304.68	269.76	252.30	230.48	221.74
11	11	Annual	59,217.00	52,250.00	48,933.00	44,686.00	43,028.00
		Monthly (12)	4,934.75	4,354.17	4,077.75	3,723.83	3,585.67
		Daily (190)	311.67	275.00	257.54	235.19	226.46

**TEACHER SALARY SCHEDULE
2010 - 2011**

Salary Step	Prior Yrs Exp		Class 8 Doctor's Degree	Class 7 Master's Degree + 30 Hours	Class 1 Master's Degree	Class 2 Bachelor's Degree +18	Class 3 Bachelor's Degree
12	12	Annual	60,544.00	53,245.00	49,928.00	45,616.00	43,956.00
		Monthly (12)	5,045.33	4,437.08	4,160.67	3,801.33	3,663.00
		Daily (190)	318.65	280.24	262.78	240.08	231.35
13	13	Annual	61,870.00	54,240.00	50,923.00	46,511.00	44,852.00
		Monthly (12)	5,155.83	4,520.00	4,243.58	3,875.92	3,737.67
		Daily (190)	325.63	285.47	268.02	244.79	236.06
14	14	Annual	63,198.00	55,236.00	51,919.00	47,440.00	45,781.00
		Monthly (12)	5,266.50	4,603.00	4,326.58	3,953.33	3,815.08
		Daily (190)	332.62	290.72	273.26	249.68	240.95
15	15	Annual	64,525.00	56,231.00	52,914.00	48,335.00	46,677.00
		Monthly (12)	5,377.08	4,685.92	4,409.50	4,027.92	3,889.75
		Daily (190)	339.61	295.95	278.49	254.39	245.67
16	16	Annual	65,851.00	57,226.00	53,909.00	49,264.00	47,606.00
		Monthly (12)	5,487.58	4,768.83	4,492.42	4,105.33	3,967.17
		Daily (190)	346.58	301.19	283.73	259.28	250.56
17	17	Annual	67,179.00	58,222.00	54,905.00	50,160.00	48,502.00
		Monthly (12)	5,598.25	4,851.83	4,575.42	4,180.00	4,041.83
		Daily (190)	353.57	306.43	288.97	264.00	255.27
18	18	Annual	67,850.00	58,804.00	55,454.00	50,662.00	48,987.00
		Monthly (12)	5,654.17	4,900.33	4,621.17	4,221.83	4,082.25
		Daily (190)	357.11	309.49	291.86	266.64	257.83
19	19	Annual	68,529.00	59,391.00	56,007.00	51,168.00	49,476.00
		Monthly (12)	5,710.75	4,949.25	4,667.25	4,264.00	4,123.00
		Daily (190)	360.68	312.58	294.77	269.31	260.40
20	20	Annual	69,215.00	59,986.00	56,567.00	51,679.00	49,970.00
		Monthly (12)	5,767.92	4,998.83	4,713.92	4,306.58	4,164.17
		Daily (190)	364.29	315.72	297.72	271.99	263.00
21	21	Annual	69,907.00	60,586.00	57,133.00	52,196.00	50,471.00
		Monthly (12)	5,825.58	5,048.83	4,761.08	4,349.67	4,205.92
		Daily (190)	367.93	318.87	300.70	274.72	265.64
22	22	Annual	70,606.00	61,191.00	57,705.00	52,719.00	50,975.00
		Monthly (12)	5,883.83	5,099.25	4,808.75	4,393.25	4,247.92
		Daily (190)	371.61	322.06	303.71	277.47	268.29

**JROTC INSTRUCTOR SALARY SCHEDULE
2010 - 2011**

YRS	E-6/7	E-8	E-9	W-3	W-4	0-3	0-4	0-5	0-6
0	\$ 35,794	\$ 39,323	\$ 43,638	\$ 41,285	\$ 46,062	\$ 46,219	\$ 53,829	\$ 61,734	\$ 68,587
1	\$ 37,227	\$ 40,895	\$ 44,508	\$ 42,111	\$ 46,982	\$ 47,143	\$ 54,907	\$ 62,968	\$ 69,340
2	\$ 38,718	\$ 42,533	\$ 45,401	\$ 42,951	\$ 47,922	\$ 48,087	\$ 56,003	\$ 64,226	\$ 70,103
3	\$ 40,264	\$ 43,807	\$ 46,308	\$ 43,810	\$ 48,881	\$ 49,048	\$ 57,124	\$ 65,512	\$ 70,804
4	\$ 41,877	\$ 45,122	\$ 47,233	\$ 44,688	\$ 49,858	\$ 50,031	\$ 58,267	\$ 66,497	\$ 71,584
5	\$ 43,550	\$ 46,026	\$ 48,177	\$ 45,579	\$ 50,854	\$ 51,030	\$ 59,431	\$ 67,491	\$ 72,371
6	\$ 44,857	\$ 46,945	\$ 49,142	\$ 46,492	\$ 51,871	\$ 52,052	\$ 60,619	\$ 68,506	\$ 73,165
7	\$ 46,202	\$ 47,883	\$ 50,123	\$ 47,423	\$ 52,910	\$ 53,091	\$ 61,831	\$ 69,532	\$ 73,898
8	\$ 47,589	\$ 48,842	\$ 51,127	\$ 48,370	\$ 53,968	\$ 54,154	\$ 62,762	\$ 70,575	\$ 74,711
9	\$ 48,542	\$ 49,821	\$ 52,146	\$ 49,339	\$ 55,047	\$ 55,236	\$ 63,701	\$ 71,635	\$ 75,533
10	\$ 49,510	\$ 50,816	\$ 53,191	\$ 50,325	\$ 56,147	\$ 56,342	\$ 64,659	\$ 72,423	\$ 76,289
11	\$ 50,503	\$ 51,832	\$ 54,255	\$ 51,333	\$ 57,272	\$ 57,470	\$ 65,626	\$ 73,218	\$ 77,052
12	\$ 51,512	\$ 52,870	\$ 55,339	\$ 52,358	\$ 58,416	\$ 58,617	\$ 66,613	\$ 74,023	\$ 77,898
13	\$ 52,542	\$ 53,926	\$ 56,447	\$ 53,406	\$ 59,584	\$ 59,792	\$ 67,609	\$ 74,838	\$ 78,756
14	\$ 53,592	\$ 55,005	\$ 57,573	\$ 54,473	\$ 60,774	\$ 60,987	\$ 68,624	\$ 75,662	\$ 79,619
15	\$ 54,666	\$ 56,106	\$ 58,727	\$ 55,561	\$ 61,989	\$ 62,206	\$ 69,652	\$ 76,495	\$ 80,417
16	\$ 55,758	\$ 57,228	\$ 59,901	\$ 56,675	\$ 63,231	\$ 63,450	\$ 70,699	\$ 77,336	\$ 81,301
17	\$ 56,874	\$ 58,371	\$ 61,100	\$ 57,804	\$ 64,495	\$ 64,719	\$ 71,758	\$ 78,187	\$ 82,196
18	\$ 58,011	\$ 59,540	\$ 62,322	\$ 58,962	\$ 65,785	\$ 66,011	\$ 72,835	\$ 79,050	\$ 83,018
19	\$ 59,170	\$ 60,731	\$ 63,568	\$ 60,141	\$ 67,101	\$ 67,332	\$ 73,929	\$ 79,918	\$ 83,849
20	\$ 60,354	\$ 61,945	\$ 64,839	\$ 61,344	\$ 68,441	\$ 68,677	\$ 75,038	\$ 80,797	\$ 84,772
21	\$ 60,957	\$ 62,564	\$ 65,487	\$ 61,958	\$ 69,126	\$ 69,363	\$ 75,789	\$ 81,605	\$ 85,619
22	\$ 61,567	\$ 63,189	\$ 66,142	\$ 62,578	\$ 69,817	\$ 70,057	\$ 76,547	\$ 82,422	\$ 86,475

Current employees will be placed at the step in the applicable grade closest to current salary.

New employees will be given credit for prior years teaching experience in a JROTC Program or placed at step 0 or at the step in the applicable grade closest to the minimum salary established by Department of the Navy or Department of the Army. No employee will earn less than the minimum salary as established by the Department of the Navy or Department of the Army plus EIA funding.

Should an instructor be paid at step 22 of his respective grade and still not reach the minimum as defined above, his salary would be adjusted to the minimum required amount.

ADMINISTRATIVE AND CLASSIFIED SALARY SCHEDULES

- 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.
- Curriculum Coordinators not fully certified for the position will receive their appropriate teacher salary plus a supplement of \$2,245.
- Food Service Managers will be classified according to the following categories:
 - Food Service Manager I

Responsible for all phases of operation within the kitchen unit, including food production and service, sanitation and directing personnel in the unit. These managers will work 7 hours per day.
 - Food Service Manager II

Responsible for all duties listed in I plus monthly School Food Service records and collection of monies. These managers will work 7.5 hours per day.
 - Food Service Manager III

Responsible for all duties listed in I and II plus handling free and reduced price meal applications. These managers will work 8 hours per day.
- Principals' salaries will be determined by using the current 45-day ADM (plus four-year old students). Initial salaries for the fiscal year will be determined by using the prior year 135-day ADM (plus four-year old students), with adjustments being made in November of each year. If a principal moves into a lower pay scale due to an ADM decrease, the principal's salary will remain at the same level (no increases) for two fiscal years. After the second fiscal year, the salary will be adjusted to the scheduled salary using the 45-day ADM.
- All schools that do not have a building and grounds supervisor will designate a level 1 or level 2 head custodian according to district procedure. Head custodian – Level 1 will be paid a supplement of \$2,210 and Head Custodian – Level 2 will be paid a supplement of \$1,658 for the 2010 – 2011 school year.

REHIRING OF RETIRED EMPLOYEES

Beginning in the 2009 – 2010 school year, the District will rehire retired employees, as needed, to fill critical needs positions.

Teachers will be paid, based on their degree, at step 11 of the teacher salary schedule.

Classified employees (salary schedule A) will be paid at the 10th step of their respective pay grade. For example, a rehired retiree whose job classification ranges from step 17A to step 34A would be paid at step 26A.

All other employees (salary schedules B, C, and D) will be paid at the beginning step for their respective pay grade.

All rehired retirees shall opt for benefits through the SC Retirement System.

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. No more than 160 hours of compensatory time can be carried at any given time. Records indicating amount of compensatory time earned and used will be maintained at each work location.
- 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.
 - b) Overtime (over 40 hours) being paid by the area for after school activities will be calculated at 1 1/2 times the regular rate of pay. Checks submitted to the District Office should include these amounts if overtime is involved.
 - c) Overtime payments must be authorized by the Deputy, Associate, or Assistant Superintendent, or Comptroller for the Areas/Departments under their supervision.
 - d) Submit completed CSDAC-Form #17 to the Payroll Department. Payment will be included in employee's regular monthly check.
 - e) Bus drivers/aides, etc. overtime will be calculated by the Payroll Department using previously established procedures.

**POSITIONS EXEMPT/NON-EXEMPT FROM FAIR LABOR STANDARDS ACT-
MINIMUM WAGE AND OVERTIME PROVISIONS**

Personnel paid from the salary schedule for teachers are **EXEMPT** from Fair Labor Standards Act minimum wage and overtime provisions.

Personnel paid from the JROTC Instructors' salary schedule are **EXEMPT** from Fair Labor Standards Act minimum wage and overtime provisions.

Personnel paid from the Administrative salary schedule (B) are **EXEMPT** from Fair Labor Standards Act minimum wage and overtime provisions.

Certain classified employees as indicated on the Classified salary schedule (A) are **EXEMPT** from Fair Labor Standards Act minimum wage and overtime provisions.

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 30 minutes A.M. and 30 minutes P.M. for pre-trip inspection, student discipline conferences, mechanical failures, and various waiting time necessitated for bus fueling or servicing. In addition to set time, the State Department of Education will reimburse for ten (10) hours of in-service time per year.

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 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 GBRIB, Personnel Leave for Illness. 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. A service agreement shall be completed for each school bus driver, by May 1 of each year, and kept on file in the Transportation Supervisor's office. This agreement shall be used for regular drivers as an employment agreement for the next school year.

**PAY GRADE AND CLASSIFICATION OF CLASSIFIED EMPLOYEES
AIKEN COUNTY PUBLIC SCHOOLS**

Pay Table	Pay Grade	Classification of Employee	FLSA MINIMUM WAGE OVERTIME PROVISION	
			EXEMPT	NON-EXEMPT
A01	1A – 17 A	Bus Monitor		X
A02	9A – 26A	Custodian		X
		Food Service Operator		X
A03	11A – 28A	Student Service Worker (no degree)		X
A04	12A – 29A	Food Service Manager I, 0-500 ADP		X
A05	13A – 30A	Bus Driver		X
		Glazier Helper		X
		Tractor Operator		X
A06	14A – 31A	Food Service Manager I, 501+ ADP		X
		Food Service Manager II, 0-500 ADP		X
A07	15A – 32A	Courier		X
		Nurse LPN		X
		Roofer Helper		X
		Stadium Maintenance Helper		X
A08	16A – 33A	Food Service Manager II, 501+ADP		X
		Food Service Manager III, 0-500 ADP		X
A09	17A – 34A	Hearing/Vision Screening Aide		X
		Library Technical Assistant		X
		Preventive Maintenance Helper		X
		School-To-Work Transition Technician		X
		Applied Behavioral Therapist Aide		X
		Teacher Aide (181 days)		X
		Synergistic Lab Aide (185 days)		X
		Attendance Aide (185 days)		X
		Tutor		X
		Warehouseman		X
A10	18A – 35A	Food Service Manager III 501+ ADP		X
		In-School Suspension Supervisor		X
		Safety Monitor		X
		Study Hall Supervisor (High School Only)		X
A11	19A – 36A	Equipment Operators		X
		Mason Helper		X

**PAY GRADE AND CLASSIFICATION OF CLASSIFIED EMPLOYEES
AIKEN COUNTY PUBLIC SCHOOLS**

Pay Table	Pay Grade	Classification of Employee	FLSA MINIMUM WAGE OVERTIME PROVISION	
			EXEMPT	NON-EXEMPT
A12	21A – 38A	Carpenters Helper		X
		Data Entry Clerk		X
		Electricians Helper		X
		File Clerk		X
		Locksmiths Helper		X
		Plumbers Helper		X
		Receptionist		X
		Refrigeration Helper		X
		Meal Benefits Coordinator		X
		Warehouseman/Driver		X
A13	22A – 39A	Area Office Secretary		X
		District Office Secretary		X
		Glazier		X
		Guidance Clerk		X
		Medicaid Billing Clerk		X
		Payroll Clerk		X
		School Secretary		X
		Stockroom Attendant		X
		Accounts Payable Clerk		X
				Bookkeeper
A14	24A – 41A	Accounting Specialist		X
		Commodity Specialist		X
		Educational Interpreter (no certification)		X
		Inventory Control Specialist		X
		Risk Management Specialist		X
A15	25A – 42A	Administrative Secretary		X
		Roofer		X
		Stadium Maintenance Worker		X
A16	27A – 44A	Auto Mechanic		X
		Building & Grounds Supervisor	X	
		Educational Interpreter (Interpreter Certification)		X
		Head Payroll Clerk		X
		Mason		X
		PM Mechanic		X
		Painter		X
A17	28A – 45A	Food Service Field Supervisors	X	
		Student Service Worker (w/degree)		X
A18	29A – 46A	Carpenter		X
		HVAC Mechanic		X
		Plumber		X
		Zone Electrician		X

**PAY GRADE AND CLASSIFICATION OF CLASSIFIED EMPLOYEES
AIKEN COUNTY PUBLIC SCHOOLS**

Pay Table	Pay Grade	Classification of Employee	FLSA MINIMUM WAGE OVERTIME PROVISION	
			EXEMPT	NON-EXEMPT
A19	30A – 47A	Dispatcher		X
		Electrician		X
		Refrigeration Mechanic		X
A20	33A – 50A	Computer Technician		X
		Electronics Technician		X
		HVAC Technician		X
		Locksmith		X
		Transportation Supervisor	X	
A21	35A – 52A	Materials Expediter/Warehouse Foreman		X
		Working Foreman-Maintenance		X
A25	36A – 53A	Educational Interpreter (Bachelor Degree & Interpreter Certification)		X
A26	37A – 54A	Home Visitor		X
A22	38A – 55A	Administrative Assistant to the Board/Superintendent	X	
A23	41A – 58A	Contract/Property/Environmental Specialist		X
		General Foreman-Maintenance	X	
		Manager, Buildings/Grounds Program	X	
		Manager, District Transportation	X	
		Manager, Instructional Materials Center	X	
		Manager, Computer Services	X	

**CLASSIFIED EMPLOYEE SALARY SCHEDULE
2010 - 2011**

Pay Level	12 Months Annual	8 Hrs. Daily	Hourly		Pay Level	12 Months Annual	8 Hrs. Daily	Hourly
1 A	\$17,367	\$66.80	\$8.35		30 A	\$30,889	\$118.80	\$14.85
2 A	17,777	68.37	8.55		31 A	31,494	121.13	15.14
3 A	18,101	69.62	8.70		32 A	32,164	123.71	15.46
4 A	18,425	70.87	8.86		33 A	32,725	125.87	15.73
5 A	18,814	72.36	9.05		34 A	33,395	128.44	16.06
6 A	19,160	73.69	9.21		35 A	34,151	131.35	16.42
7 A	19,570	75.27	9.41		36 A	34,756	133.68	16.71
8 A	19,981	76.85	9.61		37 A	35,447	136.33	17.04
9 A	20,391	78.43	9.80		38 A	36,181	139.16	17.39
10 A	20,758	79.84	9.98		39 A	36,916	141.98	17.75
11 A	21,190	81.50	10.19		40 A	37,629	144.73	18.09
12 A	21,558	82.91	10.36		41 A	38,385	147.63	18.45
13 A	22,054	84.82	10.60		42 A	39,162	150.62	18.83
14 A	22,508	86.57	10.82		43 A	39,918	153.53	19.19
15 A	22,918	88.15	11.02		44 A	40,696	156.52	19.57
16 A	23,415	90.06	11.26		45 A	41,560	159.85	19.98
17 A	23,826	91.64	11.45		46 A	42,359	162.92	20.36
18 A	24,344	93.63	11.70		47 A	43,180	166.08	20.76
19 A	24,819	95.46	11.93		48 A	44,066	169.48	21.19
20 A	25,338	97.45	12.18		49 A	44,973	172.97	21.62
21 A	25,813	99.28	12.41		50 A	45,902	176.55	22.07
22 A	26,353	101.36	12.67		51 A	46,809	180.03	22.50
23 A	26,850	103.27	12.91		52 A	47,695	183.44	22.93
24 A	27,455	105.59	13.20		53 A	48,667	187.18	23.40
25 A	27,908	107.34	13.42		54 A	49,660	191.00	23.88
26 A	28,535	109.75	13.72		55 A	50,611	194.66	24.33
27 A	29,075	111.83	13.98		56 A	51,648	198.64	24.83
28 A	29,723	114.32	14.29		57 A	52,706	202.72	25.34
29 A	30,220	116.23	14.53		58 A	53,721	206.62	25.83

**PAY GRADE AND CLASSIFICATION OF ADMINISTRATIVE EMPLOYEES
AIKEN COUNTY PUBLIC SCHOOLS**

Pay Table	Pay Grade	Classification of Employee
B01 – 10 11 12	1B – 8B	Career Specialists Coordinator of Adult Literacy Instructional Technology Specialist Internal Auditor Public Information Assistant Special Revenue Accountant
B03 – 10	3B – 10B	Nurse, RN
B02 – 10 11 12	5B – 12B	Assistant Purchasing Agent Manager, Financial Operations
B04 – 10 12	9B – 16B	School Based Counselors School to Work Specialist
B05 – 10 11 12	14B – 21B	Coordinator, Evaluation Coordinator, Job Placement Coordinator, Parent Education
B06 – 12	17B – 24B	Networking Specialist
B07 – 10 11 12	20B – 27B	Coordinator, Educational Technology Coordinator, Instructional Program Support (210 days) Coordinator, Therapeutic Counseling Curriculum Specialist Occupation/Physical Therapists School Psychologist Family & School-based Counseling Coordinator Behavior Specialist
B08 – 10 11 12	23B – 30B	Grant Support Facilitator Instructional Program Facilitator
B09 – 10 11 12	25B – 32B	Director, Business Services Director, Facilities Construction Director, Maintenance & Operations Director, Purchasing Director, School Food Service
B10 – 12	32B – 39B	Elementary Principal 0-400 ADM
B11 – 12	34B – 41B	Elementary Principal 401-749 ADM Middle School Principal 0-400 ADM

**PAY GRADE AND CLASSIFICATION OF ADMINISTRATIVE EMPLOYEES
AIKEN COUNTY PUBLIC SCHOOLS**

Pay Table	Pay Grade	Classification of Employee
B12 – 12	36B – 43B	Director 1, Elementary Education Director 1, Adult Education Director 1, Secondary Education Director 1, Federal Programs Director 1, Human Resources Elementary School Principal 750+ ADM Director 1, Special Education Middle School Principal 401-749 ADM Principal, Career and Technology Center
B13 – 12	38B – 45B	High School Principal 0-500 ADM Middle School Principal 750+ ADM
B14 – 12	40B – 47B	High School Principal 501-1000 ADM
B15 – 12	42B – 49B	Executive Director for Educational Technology High School Principal 1001+ ADM
B16 – 12	44B – 51B	Assistant Superintendent Attorney
B17 – 12	46B – 53B	Associate Superintendent Comptroller

**ADMINISTRATIVE SALARY SCHEDULE
2010 - 2011**

Pay Level	12 Months Annual		Pay Level	12 Months Annual
1 B	\$44,277		28 B	\$72,404
2 B	45,317		29 B	73,447
3 B	46,363		30 B	74,486
4 B	47,395		31 B	75,535
5 B	48,440		32 B	76,575
6 B	49,485		33 B	77,612
7 B	50,529		34 B	78,659
8 B	51,570		35 B	79,696
9 B	52,612		36 B	80,742
10 B	53,650		37 B	81,782
11 B	54,688		38 B	82,830
12 B	55,736		39 B	83,862
13 B	56,778		40 B	84,904
14 B	57,820		41 B	85,951
15 B	58,859		42 B	86,993
16 B	59,901		43 B	88,034
17 B	60,945		44 B	89,080
18 B	61,983		45 B	90,115
19 B	63,027		46 B	91,164
20 B	64,070		47 B	92,202
21 B	65,110		48 B	93,243
22 B	66,158		49 B	94,285
23 B	67,193		50 B	95,326
24 B	68,237		51 B	96,368
25 B	69,285		52 B	97,410
26 B	70,319		53 B	98,427
27 B	71,364			

**ASSISTANT PRINCIPAL/CURRICULUM COORDINATOR
SALARY SCHEDULE
2010 - 2011**

Pay Level	200 Days Annual	210 Days Annual	220 Days Annual
20 C	\$ 55,615	\$ 58,396	\$ 61,177
21 C	56,513	59,339	62,165
22 C	57,424	60,295	63,167
23 C	58,325	61,241	64,158
24 C	59,227	62,188	65,150
25 C	60,135	63,142	66,149
26 C	61,039	64,091	67,143
27 C	61,947	65,044	68,142
28 C	62,846	65,988	69,131
29 C	63,753	66,941	70,128
30 C	64,644	67,876	71,109

Pay Table
C1 200, 210, or 220

Pay Level
20 C - 27 C

Classification of Employee
Assistant Principal, Elementary
Curriculum Coordinator, Elementary

C2 200, 210, or 220

23C - 30 C

Assistant Principal, Middle/High School

**DEPUTY SUPERINTENDENT
SALARY SCHEDULE
2010 - 2011**

Pay Level	12 Months Annual
1 D	\$ 111,189
2 D	112,229
3 D	113,266
4 D	114,310
5 D	115,352
6 D	116,387
7 D	117,428
8 D	118,444

Pay Table
D 1

Pay Level
1 D - 8 D

Classification of Employee
Deputy Superintendent

**SCHEDULE OF PAYMENT OF PERSONNEL
EMPLOYED ON SPECIAL PROGRAMS AND PROJECTS
2010 – 2011**

1. ADULT EDUCATION

Adult Education instructors are paid \$25 per hour of instruction.

2. HOMEBOUND INSTRUCTION

Teachers of homebound students are paid \$25 per hour.

3. SCHOOL FOOD SERVICE MIGRANT PROGRAM

The manager of the School Food Service Migrant Program is paid on Schedule 12A. School Food Service Staff Members are paid on Schedule 9A for the Migrant Program.

4. SUBSTITUTE TEACHERS

High School - No College Degree	\$58 per day
College Degree	\$63 per day
Certified Teacher	\$68 per day
Long-Term Substitute	\$73 per day (Only for Vacant Positions)

5. SUBSTITUTE AIDES, SECRETARIES, AND CUSTODIANS

Substitute instructional aides, secretaries and custodians are paid \$7.25 per hour.

6. SUBSTITUTE SCHOOL FOOD SERVICE PERSONNEL

Substitute school food service personnel are paid \$7.25 per hour.

7. SPECIAL COMMITTEES

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

8. SUMMER SCHOOL

Teachers are paid \$25 per hour for summer school instruction.

9. ALTERNATIVE PROGRAM

Teachers not employed under regular contract are paid \$20 per hour of instruction.

10. ENGLISH AS SECOND LANGUAGE INTERPRETER

English-As-Second-Language Interpreters are paid \$7.25 per hour.

**SCHEDULE OF SUPPLEMENTS
FOR INSTRUCTION AND EXTRA-CURRICULAR ACTIVITIES
2010 - 2011**

CURRICULUM, INSTRUCTION, AND SUPERVISION	SLOTS	2010 - 2011
ATTENDANCE SUPERVISOR LEAD POSITION	1	\$ 1,123
TITLE 1 STUDENT SERVICES LEAD POSITION	1	1,123
CURRICULUM/INSTRUCTIONAL ASSOCIATE	17	1,684
DEPARTMENT HEAD (Secondary): Allocated 1 to 300 ADM, Max. 5, Min. 2	30	785
TEAM/GRADE-LEVEL CHAIRMAN OR SPECIAL INSTRUCTIONAL ACTIVITIES SPONSORS (Elementary/Middle) Allocated 2 Positions ADM 0 to 449 Allocated 4 Positions ADM 450 to 699 Allocated 6 Positions ADM 700+ and up	116	785
ALTERNATIVE PROGRAM TEACHING SUPERVISOR/COORDINATOR		1,323
DISTANCE EDUCATION TEACHER		842
504/SST COORDINATOR		
Elementary	20	2,400
Middle and Secondary - 1 to 6 cases	9	500
Middle and Secondary - 7 to 11 cases	4	1,000
Middle and Secondary - 12 to 17 cases	2	1,500
Middle and Secondary - 18 to 29 cases	3	3,000
EXTRA-CURRICULAR ACTIVITIES	SLOTS	2010 - 2011
STUDENT COUNCIL SPONSOR:		
Secondary	7	910
Middle	11	561
ACADEMIC TEAM COACH:		
Secondary (Eight Contests [8] Minimum 6 + 1 + County Tournament)	7	898
Middle (Nine Contests [9] Minimum)	11	561
MATHEMATICS TEAM COACH:		
Secondary (Six [6] Contests Minimum)	7	561
YEARBOOK SPONSOR (Hardcover with Layout):		
Secondary	7	1,123
Middle	11	561
Elementary	-	112
CLASS SPONSOR (SECONDARY):		
Junior/Senior	14	719
Freshman/Sophomore	14	241
DRAMA (Secondary):		
Three Acts (3) Minimum	7	898
DEBATE TEAM (Secondary/Generic):		
Six Contests (6) Minimum	7	1,348
SCHOOL NEWSPAPER SPONSOR (Secondary/Middle):		
Seven (7) Issues Minimum		
Secondary without Class Period	7	954
Secondary with Class Period	-	336
Middle School without Class Period Only	11	336

**SCHEDULE OF SUPPLEMENTS
FOR INSTRUCTION AND EXTRA-CURRICULAR ACTIVITIES
2010 - 2011**

EXTRA-CURRICULAR ACTIVITIES	SLOTS	2010 - 2011
BAND DIRECTOR:		
Secondary (12 After-school Performances)		
Class A Schools	2	6,963
Class AA Schools	1	6,963
Class AAA Schools	1	6,963
Class AAAA Schools	3	6,963
Middle (10 After-school Performances)	11	2,779
ASSISTANT BAND DIRECTOR:		
Secondary	7	2,807
GLEE CLUB/CHORUS:		
Secondary	7	1,263
Middle	11	224
JROTC:		
Secondary	5	1,223
ROBOTICS	2	785

**SCHEDULE OF SUPPLEMENTS
FOR ATHLETICS
2010 - 2011**

ATHLETICS	** YEARS EXPERIENCE			SLOTS
	0 to 4	5 to 9	10 or more	
ATHLETIC DIRECTOR:*				
Class A Schools	5,272	6,445	7,616	2
Class AA Schools	5,272	6,445	7,616	1
Class AAA Schools	6,445	7,616	8,788	2
Class AAAA Schools	6,445	7,616	8,788	2
Middle Schools	2,637	3,222	3,808	11
ASSISTANT ATHLETIC DIRECTOR:				
Secondary				
Class A and AA	2,637	3,222	3,808	3
Class AAA and AAAA	3,222	3,808	4,394	4
FOOTBALL:				
AAAA/AAA Varsity Head Coach (Min. 8 games)	6,445	7,616	8,788	4
AA/A Varsity Head Coach, plus 1 "B" team (Min. 8 games)	5,272	6,445	7,616	3
*** Assistant Football Coach/Junior Varsity Coach	3,515	4,101	4,687	48
Middle Head Coach (Min. 6 games)	2,637	3,222	3,808	11
Middle Assistant Coach (Min. 6 games)	1,758	2,051	2,343	11
BASKETBALL:				
Varsity Head Coach (Min. 16 games)	3,515	4,101	4,687	14
Junior Varsity Coach (Min. 12 games)	1,758	2,050	2,343	14
Middle Head Coach (Min. 12 games)	1,758	2,050	2,343	22
BASEBALL:				
Varsity Head Coach (Min. 12 games)	2,343	2,637	2,929	7
Junior Varsity Coach (Min. 9 games)	1,171	1,406	1,640	7
SOFTBALL:				
Varsity Head Coach (Min. 8 games)	2,343	2,637	2,929	7
Junior Varsity Coach (Min. 6 games)	1,171	1,406	1,640	7
VOLLEYBALL:				
Varsity Head Coach (Min. 8 games)	1,992	2,109	2,226	7
Junior Varsity Coach (Min. 6 games)	1,171	1,406	1,640	7
Middle Head Coach (Min. 6 games)	1,113	1,171	1,231	11
TRACK:				
4A/3A Varsity Head Coach (Min. 6 meets)	1,992	2,109	2,226	8
2A/1A Varsity Head Coach (Min. 6 meets)	1,640	1,758	1,875	6
TENNIS:				
Varsity Head Coach (Min. 6 matches)	1,290	1,406	1,524	14
Middle Head Coach (Min. 5)	645	703	762	0
GOLF:				
Varsity Head Coach (Min. 6 matches)	1,290	1,406	1,524	7
Middle Head Coach (Min. 5)	645	703	762	11
CROSS COUNTRY:				
Varsity Head Coach (Min. 6 meets)	1,290	1,406	1,524	7

**SCHEDULE OF SUPPLEMENTS
FOR ATHLETICS
2010 - 2011**

ATHLETICS	** YEARS EXPERIENCE			SLOTS
	0 to 4	5 to 9	10 or more	
SOCCER:				
Varsity Head Coach (Min. 8 games)	2,343	2,637	2,929	10
Junior Varsity Coach (Min. 6 games)	1,171	1,406	1,640	10
SWIMMING:				
Varsity Head Coach (Min. 6 meets)	1,290	1,406	1,524	7
GYMNASTICS:				
Varsity Head Coach (Min. 6 meets)	1,102	1,102	1,102	0
Middle Head Coach (Min. 6)	825	825	825	0
WRESTLING:				
Varsity Head Coach (Min. 6 matches)	825	825	825	0
WEIGHT PROGRAM:				
Class A Schools	2,343	2,343	2,343	2
Class AA Schools	2,343	2,343	2,343	1
Class AAA Schools	2,811	2,811	2,811	1
Class AAAA Schools	2,811	2,811	2,811	3
CHEERLEADING:				
Varsity Head Coach	1,992	2,109	2,226	7
Junior Varsity Coach	937	1,054	1,171	7
Middle Schools	996	1,055	1,113	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.

**SCHEDULE OF SUPPLEMENTS
2010 – 2011
PROCEDURES**

No person may be paid more than three supplements without approval of the Area and the District Superintendent.

No person may receive more than one supplement identified with a given program except athletic directors who are also 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.

Supplements are for positions for each school. They **CANNOT** be used for additional coaches in other sports, nor 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 extra-curricular or athletic supplements.

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 High School League.

Supplements may be divided 50-50 between two individuals when both agree to share responsibilities, and it is approved by the Assistant Superintendent. 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 assistant coaching positions. Their hours will be limited such that they make at least minimum wage (\$7.25 for 2010 – 2011) 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 for a seven day period.

NO PERSON MAY BE AWARDED ANY SUPPLEMENT ON THE SCHEDULE OF SUPPLEMENTS WHO DOES NOT HOLD A SUPPLEMENTAL CONTRACT WITH THE SCHOOL DISTRICT OF AIKEN COUNTY.

Adopted June 14, 1983	Revised June 27, 1995	Revised June 24, 2003
Revised June 26, 1984	Revised June 25, 1996	Revised June 22, 2004
Revised June 21, 1988	Revised June 24, 1997	Revised June 28, 2005
Revised June 26, 1990	Revised June 23, 1998	Revised June 27, 2006
Revised June 23, 1992	Revised June 29, 1999	Revised June 26, 2007
Revised June 22, 1993	Revised June 27, 2000	Revised June 24, 2008
Revised June 28, 1994	Revised June 28, 2001	Revised June 30, 2009
Revised Sept 13, 1994	Revised June 18, 2002	Revised June 22, 2010