

*Policy*

**PROFESSIONAL STAFF COMPENSATION GUIDES & CONTRACTS**

*Code GBA Issued 12/15/21*

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**Compensation**

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

The compensation of certificated personnel is based on the state salary schedule with local supplements as approved by the Board. The schedule takes into consideration the levels of professional training and years of service in the district.

The effective date for all salary changes as determined by the salary schedule or by action of the Board is generally July 1<sup>st</sup>, unless otherwise specified.

**Contracts**

Upon recommendation of the superintendent, the Board will notify teachers in writing of their employment status and teachers must notify of their acceptance of the contracts by the dates required by State law. Failure to give such notification constitutes contract rejection. Notice of the superintendent's recommendation not to renew an employment contract must be given by the date required by State law.

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

*Contract releases*

For release of teachers from contracts, see policy GBO, *Resignation of Professional Staff*.

Adopted 04/17/18; Revised 12/14/21

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Legal references:

- A. S.C. Code, 1976, as amended:
  - 1. Section 59-19-80- Requirements as to purchases and teacher employment (teacher contracts to be awarded in public).
  - 2. Section 59-19-190- Contracts in excess of apportioned funds void
  - 3. Section 59-25-410- Notice to teacher of employment status
  - 4. Section 59-23-710- Salary complaints
  - 5. Section 59-19-290 – Contracts in excess of apportioned funds void.
  - 6. Section 59-20-50 – Minimum salary schedule.
  - 7. Section 59-21-20 – Teacher contracts to be based on school term of 190 days.
  - 8. Section 59-24-15 – Rights of certified education personnel.
  
- B. State Board of Education Regulations:

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1. R-43-203- Professional Personnel Contracts