

Policy GCB Certified Staff Contracts and Compensation

Issued ~~4/17~~ 00/21

Contracts

Upon recommendation of the superintendent, the board will notify teachers in writing of their employment status in accordance with state legislative guidelines. This includes both the issuance of employment contracts and notice of decisions of the superintendent's recommendation not to renew employment contracts. Teachers must give written acceptance of their contracts to the superintendent in accordance with state legislative guidelines. Failure to give such notification constitutes contract rejection.

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

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

~~Teacher and Employee Retention Incentive Program (TERI) Participants~~

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

~~When issuing contracts, the district will offer TERI employees working under TERI agreements that will expire during the upcoming school year the same type of contract that the participant had the previous year, including the condition that the employee contract expires on the date designated in the employee's TERI agreement and will specifically reiterate said expiration date. Non-TERI retired applicants recommended for hire will receive retirement contracts, which will specify the conditions of the offer. Retirees may be released at any time during the contract period.~~

Contract Releases

For release of teachers from contracts, see policy ~~GCQC/GCQD~~ GDQB and Administrative Rule AR-GDQB.

Compensation

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

The compensation of teaching personnel is based on the state salary schedule with local supplements, as approved annually as part of the district's budget approval process. The schedule takes into consideration the levels of professional training and years of service in the district. The district may negotiate salaries below the salary schedule for ~~non-TERI~~ retired teachers.

The salaries of certified support staff are based on the adopted district salary schedule, as approved as part of the district's budget approval process. The district may negotiate salaries below the salary schedule for ~~non-TERI~~ retired and certified support staff.

The effective date for annual salary changes as determined by the salary schedule or by action of the board is July 1. Adopted 5/23/00; Revised 6/11/13, 11/26/13, 4/25/17, 00/00/21

Legal References:

S. C. Code, 1976, as amended:

Section 9-1-2210 - Teacher and Employee Retention Incentive Program; operation.

Section 59-19-80 - Requirements as to purchases and teacher employment (teacher contracts to be awarded in public).

[Section 59-19-290](#) - Contracts in excess of apportioned funds void. [Section 59-20-50](#) - Minimum salary schedule.

[Section 59-21-20](#) - Teacher contracts to be based on school term of 190 days. [Section 59-24-15](#) - Rights of certified education personnel employed as administrators. [Section 59-25-57](#) - Salaries negotiable below schedule for non-TERI retired teachers.

[Section 59-25-410](#) - Notice to teacher of employment status.

[Section 59-25-420](#) - Teacher required to notify board of acceptance; opportunity for hearing if not reemployed. [Section 59-25-710](#) - Salary complaints.

S.C. Cases:

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

(2011). State Board of Education Regulations:

[R43-205.1](#) - Assisting, Developing, and Evaluating Professional Teaching (ADEPT).

Richland County School District One