

UNITED STATES DISTRICT COURT
DISTRICT OF SOUTH CAROLINA
BEAUFORT DIVISION

Amanda Patel, individually and on behalf of all
others similarly situated,

Plaintiff,

v.

Beaufort County School District,

Defendant.

C.A. No.: 9:22-cv-00384-DCN

**NOTICE OF REMOVAL OF CIVIL
ACTION TO THE UNITED STATES
DISTRICT COURT**

Beaufort County School District (“Defendant” or “District”), by and through its undersigned counsel, and pursuant to 28 U.S.C. §§ 1441(a) and 1446(a), hereby files its Notice of Removal, based on the following grounds:

1. The District is the Defendant in State Case No. 2021-CP-07-02232, entitled “Amanda Patel, individually and on behalf of all others similarly situated v. Beaufort County School District.”

2. Plaintiff commenced the action referred to in Paragraph 1 by filing a Summons and Complaint in the South Carolina Court of Common Pleas, Beaufort County, on or about December 8, 2021. Copies of the Summons, Complaint and Acceptance of Service are attached hereto, as **Exhibit A**, and constitute all process, pleadings, and orders received by the District from Plaintiff.

3. Plaintiff served the Summons and Complaint on the Defendant on or about January 10, 2022; and Defense counsel accepted service on that same date.

4. The present action is a civil action over which this Court has original jurisdiction under 28 U.S.C. §§ 1331; and is one which the Defendant may remove pursuant to the provisions of 28 U.S.C. § 1441(a), because the Plaintiff’s claims arise under the laws of the United States.

5. Specifically, the Complaint alleges an unlawful taking and a violation of Due Process rights under the United States Constitution and the South Carolina Constitution, as well as violations of the South Carolina state law.

6. Therefore, the Complaint may properly be removed on the basis of federal question jurisdiction.

7. Venue for purposes of removal is proper in this Court pursuant to 28 U.S.C. § 1441(a), as the United States District Court of South Carolina, Beaufort Division, is the District and Division wherein the State Court action is pending and the circumstances giving rise to this action occurred.

8. This Notice of Removal is filed within thirty (30) calendar days after receipt by Defendant, by service or otherwise, of a copy of the initial pleading setting forth Plaintiff's claims for relief and is, therefore, timely under 28 U.S.C. § 1446(b).

9. The Defendant will file a copy of this Notice of Removal with the Clerk of Court of Common Pleas of Beaufort County, South Carolina, and will give written notice of this Notice of Removal to Plaintiff, the only adverse party, by serving a copy of the Notice on Plaintiff's counsel, as required by 28 U.S.C. § 1446(d). Copies of the Notice to State Court of Filing of Notice of Removal and Notice to Plaintiff of Removal are attached hereto as **Exhibit B** and **Exhibit C**.

WHEREFORE, Defendant prays that this Court accepts this Notice of Removal and that this Court takes jurisdiction of the above-entitled case and that all further proceedings in the South Carolina Court of Common Pleas, Beaufort County, bearing Case No.: 2021-CP-07-02232 be stayed.

[SIGNATURE BLOCK FOLLOWS ON NEXT PAGE]

Respectfully Submitted:

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February 8, 2022
Columbia, South Carolina

EXHIBIT “A”

Respectfully Submitted,

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ATTORNEYS FOR PLAINTIFF

Dated: December 8, 2021

STATE OF SOUTH CAROLINA)	IN THE COURT OF COMMON PLEAS
)	FOURTEENTH JUDICIAL CIRCUIT
COUNTY OF BEAUFORT)	
)	
Amanda Patel, individually and on behalf of)	CASE NO. _____
all others similarly situated,)	
)	
Plaintiff,)	
)	
v.)	
)	
Beaufort County School District,)	COMPLAINT
)	(Jury Trial Demanded)
Defendant.)	
)	
)	

The Plaintiff, complaining of the Defendant herein, would respectfully show unto this Court as follows:

THE PARTIES

1. Plaintiff Amanda Patel is a citizen and resident of Beaufort County, South Carolina.
2. Defendant Beaufort County School District is a political subdivision of the state of South Carolina.
3. Jurisdiction and venue are proper in this court because Beaufort County is where the Defendant is located and where the acts and/or omissions giving rise to this case occurred.

SUMMARY OF CLAIMS

4. Plaintiff Patel brings this action on behalf of herself and, pursuant to Rule 23 of the South Carolina Rules of Civil Procedure, as representative of a proposed class defined as follows:

All persons employed as certified staff by the Beaufort County School District that have been required to deliver simultaneous in-person and virtual direct instruction during the 2021-2022 school year.

5. Plaintiff is an employee of the Defendant with a primary duty of teaching, tutoring, instructing or lecturing in the activity of imparting knowledge and who is employed and engaged in this activity as a Teacher in the educational establishment by which the employee is employed.
6. Plaintiff was hired by the Defendant to perform teaching functions in accordance with a Teacher contract dated April 9, 2021, as defined in Section 59-26-40 of South Carolina Code.
7. On April 23, 2021, South Carolina Governor Henry McMaster signed S.704, A.102, R.33, into law (hereinafter “the Dual Modality Law”). Under a subsection entitled “Dual modality instruction requirements,” the new law provided in part:

In the event that a school district determines it is necessary for a teacher to deliver dual modality instruction, the school district must provide additional compensation to the teacher.
8. Plaintiff’s Teacher contract provides that:

The District agrees to pay the Employee according to the salary schedule adopted by the Board. This salary schedule will be made available as soon as practicable.
9. The Defendant has received \$61,544,897.00 in additional funds from the Elementary and Secondary School Emergency Relief (ESSER) funds awarded by the federal government to address the current COVID pandemic.
10. On August 12, 2021, the Defendant revised the Beaufort County School District Salary and Stipend Schedules. (Exhibit A).
11. On page 23, the Beaufort County School District Salary and Stipend Schedules states:

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 **\$27.87 per hour** for this work. This only applies to duties that provide direct instruction to students.

12. Classroom teachers providing dual modality instruction qualifies as “any instructional duties beyond the scope of their normal work schedule.”
13. Dual modality instruction is being performed by the classroom teachers “at the request of the school or district.”
14. Dual modality instruction provides “direct instruction to students.”
15. Under the Beaufort County School District Salary and Stipend Schedules, the rate of pay for dual modality instruction was set at \$27.87 per hour.
16. On September 7, the Beaufort County Board of Education had a meeting and adopted a proposal to pay classroom teachers only \$1,000 in compensation for the purpose of dual modality instruction in the first semester of the 2021-2022 school year. This vote will hereinafter be referred to as “the Board vote.”

Class Allegations

17. Plaintiff, on behalf of herself and the putative members of the Class, re-alleges and incorporates by reference the paragraphs above as if they were set forth again herein.
18. Plaintiff Amanda Patel brings this action on behalf of herself and, pursuant to Rule 23 of the South Carolina Rules of Civil Procedure, as a representative of a class set forth above, hereinafter also referred to as “the Teachers”.

19. Members of the plaintiff class are so numerous as to make joinder of all members impracticable. Plaintiff is informed and believes that class membership exceeds several hundred persons.
20. There are questions of law and fact that are common to the Teachers and to all members of the proposed class and these questions predominate over questions, if any, that may affect only individual plaintiffs or individual members of the Class inasmuch as the unlawful and unconstitutional activity alleged herein is of a character that is generally applicable to the Teachers and proposed Plaintiff Class members. Among the questions of law and fact common to the Teachers are:
 - a. Whether the Board vote is an unconstitutional impairment of contract rights under the South Carolina and United States Constitutions;
 - b. Whether the Board vote is an unconstitutional taking of Teachers' property;
 - c. Whether the Board vote violates Teachers' due process rights under the South Carolina and United States Constitutions;
 - d. Whether the Board vote breaches the contract between the Defendant and the Teachers;
 - e. Whether the Defendant can be estopped from applying the Board vote to Teachers;
 - f. Whether the Board vote violated the South Carolina Payment of Wages Act.
21. Plaintiff Patel's claims are typical of the claims of the members of the proposed Plaintiff Class that she represents, as the teachers will lose clearly ascertainable amounts of money in excess of One Hundred Dollars (\$100.00) each by not being compensated for dual modality instruction as set forth in the Beaufort County School District Salary and Stipend Schedules adopted in August 2021.

22. Plaintiff Patel will fairly and adequately protect the interest of the Plaintiff Class that she seeks to represent. The interests of Plaintiff Patel are coincident with, and not antagonistic to, those of the proposed Plaintiff Class.
23. Plaintiff Patel is represented by counsel who are experienced and competent in the prosecution of complex class action litigation.
24. Class action treatment of the matters at issue in this controversy is superior to the alternatives, if any, for the fair and efficient adjudication of such issues, because such treatment will permit a larger number of similarly situated persons to prosecute their common claims in a single forum simultaneously, efficiently, and without the unnecessary repetition of evidence, effort, and expense that numerous individual actions would entail. Class action treatment in this case will have the added virtue of permitting the adjudication of what may be relatively small claims by certain members of the Plaintiff Class, for whom it would otherwise not be financially feasible to litigate their claims as individual actions against the Defendant.
25. As to each class member, the amount in controversy exceeds One Hundred Dollars (\$100.00), and/or the action is one for declaring the Board vote unconstitutional.
26. The Plaintiff is aware of no difficulty in the management of this action that would preclude it from being maintained as a class action.

FOR A FIRST CAUSE OF ACTION
(Breach of Contract)

27. Plaintiff, on behalf of herself and the putative members of the Class, re-alleges and incorporates by reference the paragraphs above as if they were set forth again herein.
28. The forms signed by the Teachers and the Superintendent constituted a binding contract between Defendant and Teachers.

- 29. The Defendant has breached this contract by now demanding that Teachers provide dual modality instruction while not paying the class as set forth in the Beaufort County School District Salary and Stipend Schedules.
- 30. Defendants breached the contract of the Plaintiffs by the Board vote to pay \$1,000 instead of the amounts clearly set forth in the Beaufort County School District Salary and Stipend Schedules.
- 31. Plaintiff Patel and the proposed class have suffered damages as a direct and proximate result of the breach of contract by Defendant.

FOR A SECOND CAUSE OF ACTION
(Unlawful Taking)

- 32. Plaintiff, on behalf of herself and the putative members of the Class, re-alleges and incorporates by reference the paragraphs above as if they were set forth again herein.
- 33. If enforced, the Board vote oppressively, arbitrarily, capriciously, and unreasonably deprives the Teachers of their property.
- 34. The Board vote, as applied to the Teachers, would violate the protections afforded all citizens against unlawful takings contained in both the United States and South Carolina Constitutions.

FOR A THIRD CAUSE OF ACTION
(Promissory Estoppel)

- 35. Plaintiff, on behalf of herself and the putative members of the Class, re-alleges and incorporates by reference the paragraphs above as if they were set forth again herein.
- 36. When the Teachers entered the 2021-2022 school year, Defendant unambiguously set forth the terms and conditions of their employment and compensation through the Teacher Contract and the Beaufort County School District Salary and Stipend Schedules.

- 37. The Teachers relied on and accepted these terms and conditions.
- 38. The Teachers relied on the fact that they would be compensated for work outside the scope of their normal work as set forth in the Beaufort County School District Salary and Stipend Schedules.
- 39. It was expected and foreseeable that the Teachers would rely on the terms of the Beaufort County School District Salary and Stipend Schedules as set forth by the Defendant when they began the 2021-2022 school year.
- 40. In a reliance on the promise of the Defendant, the Teachers have been injured as the Board vote deprives them from being compensated as set forth in the Beaufort County School District Salary and Stipend Schedules.

FOR A FOURTH CAUSE OF ACTION
(Violation of Due Process)

- 41. Plaintiff, on behalf of herself and the putative members of the Class, re-alleges and incorporates by reference the paragraphs above as if they were set forth again herein.
- 42. By altering the terms of compensation, and requiring Teachers to perform dual modality instruction, the Teachers are being deprived of the use and enjoyment of their property without due process of law.
- 43. The Board vote, as applied to the teachers, is arbitrary, capricious, and is so constitutionally infirm as to require that it be stricken and not enforced as to the proposed class.

FOR FIFTH CAUSE OF ACTION
(Declaratory Judgment)

- 44. Plaintiff, on behalf of herself and the putative members of the Class, re-alleges and incorporates by reference the paragraphs above as if they were set forth again herein.

45. As set forth above, there exists an actual dispute within the parties as to the enforceability of the Board vote to the Teachers.
46. The application of the Board vote to the Teachers constitutes a breach of contract, a violation of the Teachers' due process rights, an unconstitutional taking, and the Defendant should be estopped from applying the Board vote to the proposed class.
47. A declaratory judgment defining the rights, privileges, and duties of and between the parties is appropriate pursuant to South Carolina Code § 15-53-10, *et seq.*

FOR A SIXTH CAUSE OF ACTION
(Injunctive Relief)

48. Plaintiff, on behalf of herself and the putative members of the Class, re-alleges and incorporates by reference the paragraphs above as if they were set forth again herein.
49. As a result of the enactment of the Board vote, the Teachers have suffered and will continue to suffer irreparable and immediate harm and injury to their property and rights under the South Carolina common law, South Carolina Code, and the Constitutions of the State of South Carolina and of the United States, and they have no adequate remedy at law.
50. Pursuant to the Beaufort County School District Salary and Stipend Schedules and contract with the Defendant, the Teachers' compensation for providing instructional work beyond their normal work schedule was already fixed.
51. Teachers are therefore entitled to a preliminary and permanent injunction enjoining Defendants from applying the Board vote to the Teachers instead of the compensation set forth in the Beaufort County School District Salary and Stipend Schedules.
52. The balance of harm favors the Teachers because an injunction would merely require Defendant to comply with the terms of the Beaufort County School District Salary and

Stipend Schedules as they existed when the contracts were entered. There is no imminent threat to public health, safety or welfare such that would justify the Board vote to alter the contract which was an arbitrary, onerous and harmful amendment without the merits of this litigation being concluded. The granting of an injunction will cause no harm to Defendant, but substantial and irreparable harm and suffering has occurred and will continue to occur to the Teachers, and those similarly situated, without injunctive relief.

FOR AN SEVENTH CAUSE OF ACTION
(Equitable Estoppel)

53. Plaintiff, on behalf of herself and the putative members of the Class, re-alleges and incorporates by reference the paragraphs above as if they were set forth again herein.
54. When the Teachers signed their contracts, the Defendant unambiguously set forth the terms and conditions of payment through the Beaufort County School District Salary and Stipend Schedules, which included the provision setting forth how Teachers would be compensated for performing instructional work beyond their normal work schedule.
55. The Teachers had no knowledge or means of knowledge to question the terms and conditions of the Beaufort County School District Salary and Stipend Schedules, or to know that the Defendant would refuse to honor its terms and conditions.
56. The Teachers justifiably relied on the Defendant's statements of the terms and conditions of the Beaufort County School District Salary and Stipend Schedules.
57. In relying upon the fact that they would compensated for work outside the normal work schedule of a teacher, such as dual modality instruction, according to the Beaufort County School District Salary and Stipend Schedules, the Teachers made certain unalterable decisions about their employment and certain employment rights.

58. As a result, the Teachers have been injured they are now required to provide dual modality instruction, even though their compensation following the Board vote will not be in accordance with the Beaufort County School District Salary and Stipend Schedules.

FOR A EIGHTH CAUSE OF ACTION
(South Carolina Payment of Wages Act)

59. Plaintiff, on behalf of herself and the putative members of the Class, re-alleges and incorporates by reference the paragraphs above as if they were set forth again herein.

60. At all relevant times, Defendant has employed, and/or continue to employ, Plaintiff and each of the putative class members within the meaning of the South Carolina Payment of Wages Act, S.C. Code Ann. §§ 41-10-10 to 110 (“PWA”). Plaintiff and the putative Class members are “employees” and are not free from the control and direction of Defendant.

61. Plaintiff and the Class worked for Defendant with the clear understanding and agreement by Defendant that their compensation would be consistent with all applicable laws, including federal and state wage and hour laws.

62. Plaintiff brings this action as a class action to recover those unpaid wages due and owed that are recoverable pursuant to South Carolina Payment of Wages Act, S.C. Code Ann. §§ 41-10-10 to 110.

63. That Exhibit A sets forth the salary schedule/hourly rates of pay for teachers of the school district.

64. That this Plaintiff, and all those similarly situated, have an employment contract that states: “The District agrees to pay the Employee according to the salary schedule adopted by the Board.” (Exhibit B).

65. South Carolina has long recognized the Wage Payment Act as the vehicle to recover wages due and owed from an employment contract.
66. Accordingly, Plaintiff, and all those other similarly situated members of the putative Class, are entitled to receive all compensation at their own specific regular rate that are due and owed to them.
67. As a result of Defendants' unlawful policies and practices as set forth above, Plaintiff, and the putative members of the Class, have been deprived of compensation due and owing which Defendants promised to pay in their commitment to abide by the employment contract and applicable wage and hour laws.
68. As a direct and proximate result of Defendant's conduct, Plaintiff, and all other similarly situated employees of the putative Class, have been deprived of compensation to which they are entitled, including monetary damages in the amount of three (3) times the unpaid wages as well as reasonable attorneys' fees and costs.

WHEREFORE, Plaintiff Patel prays for an Order from this Court certifying the class, awarding damages to the Teachers as to causes of action one through eight in an amount to be determined at trial, as well as a judgment declaring the Board vote unenforceable as to the Teachers, an injunction barring the application of the Board vote to the Teachers, monetary damages in the amount of three (3) times the unpaid wages as well as reasonable attorneys' fees and costs, as well as such further relief as the Court deems just and appropriate.

Respectfully Submitted,

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MOORE & LEWIS, LLC**

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ATTORNEYS FOR PLAINTIFF

Dated: December 8, 2021

BEAUFORT COUNTY SCHOOL DISTRICT
SALARY AND STIPEND SCHEDULES
2021 - 2022 SCHOOL YEAR



Alice Walton
Chief Administrative and Human Resources
Services Officer

Effective: July 1, 2021

(Revised: August 12, 2021)

BEAUFORT COUNTY SCHOOL DISTRICT
 Salary and Stipend Schedules
 2021-2022 School Year

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BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2021-2022 School Year

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BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2021-2022 School Year

PAYROLL INFORMATION

Below are the published 26 pay periods for the 2021-2022 School Year.

August 13, 2021	February 11, 2022
August 27, 2021	February 25, 2022
September 10, 2021	March 11, 2022
September 24, 2021	March 25, 2022
October 8, 2021	April 8, 2022
October 22, 2021	April 22, 2022
November 5, 2021	May 6, 2022
November 19, 2021	May 20, 2022
December 3, 2021	June 3, 2022
December 17, 2021	June 17, 2022
December 31, 2021	July 1, 2022
January 14, 2022	July 15, 2022
January 28, 2022	July 29, 2022

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

Teacher supply checks will be sent to the schools on August 9, 2021.

W-2s for Calendar Year 2021 will be sent to employees during January 2022.

It is the teacher'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 the teacher's 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 semester payment will be made on **December 3, 2021** and the second semester payment will be made on **May 20, 2022**.

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

If you leave the district prior to the scheduled locality 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

BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2021-2022 School Year

BEGINNING AND ENDING WORK DATES

180 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
		08/16/2021
Behavior Interventionist		
Bus Driver		
Bus Monitor		
Cafeteria Operator		
Educational Interpreter		
Media Assistant (Grandfathered)		
Special Education Assistant - AEA (Grandfathered)		
182 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/12/2021	05/27/2022
Food Service Manager		
182 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/13/2021	05/27/2022
Employees in this Group will attend Staff Development on 03/18/2022		
Job Coach (Grandfathered)		
Kindergarten Assistant		
Media Assistant		
Montessori Assistant		
Multi-Age Assistant		
Nurse - Assistant		
Pre-Kindergarten Assistant		
Special Education Assistant		
Special Education Assistant - AEA		
Teacher Assistant		
190 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/09/2021	06/02/2022
Administrative Assistant		
Administrative Associate		
Autism Specialist		
Behavior Management Specialist (Includes PSP Programs)		
Bilingual Liaison		
Guidance Counselor (Elementary Schools)		
Job Coach		
Kindergarten Assistant (Grandfathered)		
Media Assistant (Grandfathered)		
Nurse - Assistant (Grandfathered)		
Nurse - LPN		
Nurse - RN		

BEAUFORT COUNTY SCHOOL DISTRICT
 Salary and Stipend Schedules
 2021-2022 School Year

BEGINNING AND ENDING WORK DATES

Occupational Therapist		
Parent Liaison		
Physical Therapist		
Pre-Kindergarten Assistant (Grandfathered)		
Psychology Interns		
Registered Behavior Therapist		
School Psychologist		
Social Workers		
Special Education Assistant - AEA (Grandfathered)		
Special Education Assistant (Grandfathered)		
Speech Therapist		
Teachers		
195 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/02/2021	06/02/2022
Dean of Students (Elementary Schools & Middle Schools)		
Educational Technology Coach		
Instructional Coach		
Literacy Coach		
Media Specialist		
Numeracy Coach		
State Reading Coach		
200 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	08/02/2021	06/09/2022
205 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	07/26/2021	06/09/2022
ACE - Administrative Assistant		
Career Development Facilitator (BSCD & ACE)		
Guidance Counselor (Middle School & High School)		
210 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	07/26/2021	06/16/2022
Assistant Principal (Elementary School & Middle School)		
Guidance - Chairs (High School)		
220 DAYS OF EMPLOYMENT	BEGINNING DATE	ENDING DATE
	07/19/2021	06/23/2022
ACE - Assistant Director		
ACE - Office Manager II		

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BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2021-2022 School Year

BEGINNING AND ENDING WORK DATES

Assistant Director of Alternative Programs
Assistant Principal (High School)
Athletic Directors (High Schools)
Dean of Students (High Schools)

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BEAUFORT COUNTY SCHOOL DISTRICT
 Salary and Stipend Schedules
 2021-2022 School Year



2021-2022 Academic School Calendar
Beaufort County Schools



(Rev. 8/5/05)

JULY 2021							AUGUST 2021							SEPTEMBER 2021							OCTOBER 2021						
Su	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa
				1	2	3	1	2	3	4	5	6	7				1	2	3	4						1	2
4	5	6	7	8	9	10	8	9	10	11	12	13	14	5	6	7	8	9	10	11	3	4	5	6	7	8	9
11	12	13	14	15	16	17	15	16	17	18	19	20	21	12	13	14	15	16	17	18	10	11	12	13	14	15	16
18	19	20	21	22	23	24	22	23	24	25	26	27	28	19	20	21	22	23	24	25	17	18	19	20	21	22	23
25	26	27	28	29	30	31	29	30	31					26	27	28	29	30			24	25	26	27	28	29	30
																					31						

NOVEMBER 2021							DECEMBER 2021							JANUARY 2022							FEBRUARY 2022						
Su	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa
	1	2	3	4	5	6				1	2	3	4							1			1	2	3	4	5
7	8	9	10	11	12	13	5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	8	9	10	11	12
14	15	16	17	18	19	20	12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19
21	22	23	24	25	26	27	19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26
28	29	30					26	27	28	29	30	31		23	24	25	26	27	28	29	27	28					
														30	31												

MARCH 2022							APRIL 2022							MAY 2022							JUNE 2022						
Su	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa
		1	2	3	4	5						1	2	1	2	3	4	5	6	7				1	2	3	4
6	7	8	9	10	11	12	3	4	5	6	7	8	9	8	9	10	11	12	13	14	5	6	7	8	9	10	11
13	14	15	16	17	18	19	10	11	12	13	14	15	16	15	16	17	18	19	20	21	12	13	14	15	16	17	18
20	21	22	23	24	25	26	17	18	19	20	21	22	23	22	23	24	25	26	27	28	19	20	21	22	23	24	25
27	28	29	30	31			24	25	26	27	28	29	30	29	30	31				26	27	28	29	30			

Aug 9, 2021 Teachers first day

Semesters/Quarters

- 1st semester August 16-December 17
- 1st quarter August 16-October 18
- 2nd semester January 5-May 27
- 2nd quarter October 19-December 17
- 3rd quarter January 5-March 17
- 4th quarter March 21-May 27

Report Card Distribution

- 1st quarter October 29
- 2nd quarter January 17
- 3rd quarter March 31
- 4th quarter June 9

Half days

- October 18
- November 23
- May 27

Holidays/Vacation

- September 6 Labor day
- November 11 Veterans day
- November 24-26 Thanksgiving Break
- December 20 - January 4 Winter Break
- January 17 Martin Luther King Jr. Day
- February 21 Presidents' Day
- April 11-15 Spring Break (4/15 Good Friday)
- May 30 Memorial Day

Professional Development

- August 9-13
- January 4
- March 18
- May 31-June 2

Weather make-up days *if needed

- December 20-21
- April 11

Accountability Days

- October 18 - 45th day
- March 17 - 135th day

High School Graduation

- May 23 Bluffton High School
- May 24 Battery Creek High School
- May 25 Hilton Head Island High School
- May 26 Whale Branch Early College High
- May 27 Beaufort High School
- May 27 May River High School

*Summer Graduation - August at BCHS

	Full day for students		Early Dismissal for students
	No school for students		Weather make-up day, if needed
	First day back for students		In-service day for school staff

BEAUFORT COUNTY SCHOOL DISTRICT
 Salary and Stipend Schedules
 2021-2022 School Year

**240 Day Calendar
 2021 - 2022 School Year**

JULY 2021						
Su	M	T	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
						10

AUGUST 2021						
Su	M	T	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
						22

SEPTEMBER 2021						
Su	M	T	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		
						21

OCTOBER 2021						
Su	M	T	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						21

NOVEMBER 2021						
Su	M	T	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
						18

DECEMBER 2021						
Su	M	T	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
						15

JANUARY 2022						
Su	M	T	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					19

FEBRUARY 2022						
Su	M	T	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					
						19

MARCH 2022						
Su	M	T	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
						23

APRIL 2022						
Su	M	T	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
						16

MAY 2022						
Su	M	T	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
						21

JUNE 2022						
Su	M	T	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		
						22

Weekends = 104 Non-Workdays = 21 Holidays = 13 Workdays = 227

- July 5 - Independence Day
- September 6 - Labor Day
- November 11 - Veteran's Day
- November 24, 25, 26 - Thanksgiving
- December 23, 24, 27 - Winter Break
- December 31 - New Year's
- January 17 - Martin Luther King Jr.
- April 15 - Good Friday
- May 30 - Memorial Day

Approved by Alice W. Walton, Chief
 Administrative and Human Resources
 Services Officer on April 23, 2021.

BEAUFORT COUNTY SCHOOL DISTRICT
 Salary and Stipend Schedules
 2021-2022 School Year

**260 Day Calendar
 2021 - 2022 School Year**

JULY 2021						
Su	M	T	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
						21

AUGUST 2021						
Su	M	T	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
						22

SEPTEMBER 2021						
Su	M	T	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		
						21

OCTOBER 2021						
Su	M	T	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						21

NOVEMBER 2021						
Su	M	T	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
						18

DECEMBER 2021						
Su	M	T	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
						15

JANUARY 2022						
Su	M	T	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					20

FEBRUARY 2022						
Su	M	T	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					
						20

MARCH 2022						
Su	M	T	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
						23

APRIL 2022						
Su	M	T	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
						20

MAY 2022						
Su	M	T	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
						21

JUNE 2022						
Su	M	T	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		
						22

Weekends = 104
 Holidays = 13
 Workdays = 244
 Charged Annual Leave = 3
 Non-Charged Leave = 1

July 5 - Independence Day
 September 6 - Labor Day
 November 11 - Veteran's Day
 November 24, 25, 26 - Thanksgiving
 December 23, 24, 27 - Winter Break

December 31 - New Year's
 January 17 - Martin Luther King Jr.
 April 15 - Good Friday
 May 30 - Memorial Day

Approved by Alice W. Walton, Chief
 Administrative and Human Resources
 Services Officer on April 23, 2021.

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BEAUFORT COUNTY SCHOOL DISTRICT
 Salary and Stipend Schedules
 2021-2022 School Year

ADMINISTRATIVE STAFF SALARY LEVELS

POSITION TITLE	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Business System Manager	8	260	201	\$27.4557	\$38.5531
Coordinator of Payroll Processes	8	260			
Human Resources Info Sys Manager	8	260			
Coordinator of Career & Technology	8	260	202	\$28.9651	\$40.6730
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 Math / STEM	8	240	203	\$30.5588	\$42.9106
Coordinator of Parent Education	8	260			
Coordinator of School Nurses	8	240			
Coordinator of Special Education	8	240			
Coordinator of World Languages	8	240			
Elementary Instruction Specialist	8	240			
Systems Engineer	8	260			
Systems Support Area Supervisor	8	260			
ADEPT Coordinator	8	260	204	\$32.2394	\$45.2708
Budget Analyst	8	260			
Business Systems Manager	8	260			
Capital Project Analyst	8	260			
Coordinator of Assessment	8	260			
Coordinator of Benefits	8	260			
Federal Programs Coordinator	8	260			
Procurement Coordinator	8	260			
Project Management of Technology	8	260			
Student Resource Coordinator	8	240			
Talent Acquisition Specialist	8	260			
Assistant Director of Alternative Programs	8	260	205	\$34.0126	\$47.7605
Educational Technology Integration Specialist	8	240			
Assistant Principal - Elementary Schools	8	210	206	\$35.8834	\$50.3870

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BEAUFORT COUNTY SCHOOL DISTRICT
 Salary and Stipend Schedules
 2021-2022 School Year

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	\$37.8567	\$53.1587
Athletic Director	8	220			
Dean of Students	8	220			
Director of Adult Education	8	260			
Director of Alternative Programs	8	260			
Director of Budgets & Procurement	8	260			
Director of Career & Technology Ed	8	260			
Director of Communications	8	260			
Director of Data Services	8	260			
Director of Educational Technology	2	260			
Director of Finance	8	260			
Director of Grants Management	8	260			
Director of Guidance	8	260			
Director of Human Resources	8	260			
Director of Inclusion/Recruitment	8	260			
Director of Literacy	8	260			
Director of Network Operations	8	260			
Director of Personnel	8	260			
Director of Protective Services	8	260			
Director of Readiness	8	260			
Director of Risk Management	8	260			
Director of Special Education	8	260			
Director of Student Services	8	260			
Director of Teaching and Learning	8	260			
Director of Transportation	8	260			
Project Director of Magnet Schools	8	260			
Project Management of Construction	8	260			
Assistant Principal - High Schools	8	220	208	\$39.9389	\$56.0819
Assistant Director of Academy for Career Excellence	8	220			
Principal - Elementary Schools	8	260			
Principal - Middle Schools	8	260	209	\$42.1358	\$59.1669
Principal - High Schools	8	260	210	\$44.4529	\$62.4211

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BEAUFORT COUNTY SCHOOL DISTRICT
 Salary and Stipend Schedules
 2021-2022 School Year

ADMINISTRATIVE STAFF SALARY LEVELS

POSITION TITLE	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Executive Director of Cluster	8	260	211	\$46.8974	\$65.8542
Executive Director of Elementary Education	8	260			
Executive Director of Secondary Education	8	260			
Financial Services Officer					
Human Resources Officer	8	260			
Instructional Services Officer	8	260			
Student Services Officer	8	260			
Technology Services Officer	8	260			
Chief Legal Officer	8	260	212	\$49.4774	\$69.4760
Chief Operations Officer	8	260			
Chief Administrative and Human Resources Services Officer	8	260	213	\$52.1985	\$73.2972
Chief Finance Officer	8	260			
Chief Instructional Services Officer	8	260			
Deputy Superintendent / Chief of Schools	8	260	214	\$55.0697	\$77.3283

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BEAUFORT COUNTY SCHOOL DISTRICT
 Salary and Stipend Schedules
 2021-2022 School Year

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

STEP	LEVEL 201	LEVEL 202	LEVEL 203	LEVEL 204	LEVEL 205	LEVEL 206	LEVEL 207	LEVEL 208	LEVEL 209	LEVEL 210	LEVEL 211	LEVEL 212	LEVEL 213	LEVEL 214
0	27.46	28.97	30.56	32.24	34.01	35.88	37.86	39.94	42.14	44.45	46.90	49.48	52.20	55.07
1	27.92	29.45	31.07	32.78	34.59	36.49	38.49	40.61	42.85	45.20	47.69	50.31	53.08	56.00
2	28.38	29.94	31.59	33.33	35.16	37.09	39.13	41.28	43.56	45.95	48.48	51.14	53.96	56.92
3	28.84	30.43	32.10	33.87	35.73	37.70	39.77	41.96	44.26	46.70	49.27	51.98	54.84	57.85
4	29.31	30.92	32.62	34.41	36.30	38.30	40.41	42.63	44.97	47.45	50.06	52.81	55.72	58.78
5	29.77	31.40	33.13	34.95	36.88	38.91	41.04	43.30	45.68	48.20	50.85	53.64	56.59	59.71
6	30.23	31.89	33.65	35.50	37.45	39.51	41.68	43.97	46.39	48.95	51.64	54.48	57.47	60.63
7	30.69	32.38	34.16	36.04	38.02	40.11	42.32	44.65	47.10	49.69	52.43	55.31	58.35	61.56
8	31.15	32.87	34.68	36.58	38.60	40.72	42.96	45.32	47.81	50.44	53.22	56.14	59.23	62.49
9	31.62	33.36	35.19	37.13	39.17	41.32	43.59	45.99	48.52	51.19	54.01	56.98	60.11	63.42
10	32.08	33.84	35.71	37.67	39.74	41.93	44.23	46.67	49.23	51.94	54.80	57.81	60.99	64.34
11	32.54	34.33	36.22	38.21	40.31	42.53	44.87	47.34	49.94	52.69	55.59	58.64	61.87	65.27
12	33.00	34.82	36.73	38.76	40.89	43.14	45.51	48.01	50.65	53.44	56.38	59.48	62.75	66.20
13	33.47	35.31	37.25	39.30	41.46	43.74	46.15	48.68	51.36	54.19	57.17	60.31	63.63	67.13
14	33.93	35.80	37.76	39.84	42.03	44.34	46.78	49.36	52.07	54.93	57.96	61.14	64.51	68.05
15	34.39	36.28	38.28	40.38	42.61	44.95	47.42	50.03	52.78	55.68	58.75	61.98	65.38	68.98
16	34.85	36.77	38.79	40.93	43.18	45.55	48.06	50.70	53.49	56.43	59.54	62.81	66.26	69.91
17	35.32	37.26	39.31	41.47	43.75	46.16	48.70	51.37	54.20	57.18	60.33	63.64	67.14	70.84
18	35.78	37.75	39.82	42.01	44.32	46.76	49.33	52.05	54.91	57.93	61.12	64.48	68.02	71.76
19	36.24	38.23	40.34	42.56	44.90	47.37	49.97	52.72	55.62	58.68	61.90	65.31	68.90	72.69
20	36.70	38.72	40.85	43.10	45.47	47.97	50.61	53.39	56.33	59.43	62.70	66.14	69.78	73.62
21	37.17	39.21	41.37	43.64	46.04	48.57	51.25	54.06	57.04	60.18	63.48	66.98	70.66	74.55
22	37.63	39.70	41.88	44.18	46.61	49.18	51.88	54.74	57.75	60.92	64.27	67.81	71.54	75.47
23	38.09	40.19	42.40	44.73	47.19	49.78	52.52	55.41	58.46	61.67	65.06	68.64	72.42	76.40
24+	38.55	40.67	42.91	45.27	47.76	50.39	53.16	56.08	59.17	62.42	65.85	69.48	73.30	77.33

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

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BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2021-2022 School Year

CERTIFIED STAFF SALARY CLASSIFICATIONS AND YEARS EXPERIENCE

YEARS EXP	BA	BA+18	MA	MA+30	PHD/EDD
0	37,928	39,588	43,282	46,975	50,668
1	38,741	40,589	44,389	48,084	52,145
2	39,774	41,620	45,498	49,192	53,623
3	40,771	42,618	46,606	50,297	55,099
4	41,805	43,652	47,715	51,408	56,576
5	42,803	44,650	48,822	52,514	58,054
6	43,838	45,683	49,929	53,623	59,530
7	44,833	46,680	51,036	54,731	61,008
8	45,869	47,715	52,145	55,839	62,485
9	46,864	48,711	53,252	56,947	63,961
10	47,898	49,745	54,360	58,054	65,438
11	48,896	50,742	55,469	59,161	66,915
12	49,929	51,776	56,576	60,269	68,394
13	50,926	52,773	57,684	61,376	69,870
14	51,961	53,808	58,793	62,485	71,347
15	52,957	54,804	59,901	63,593	72,826
16	53,990	55,839	61,008	64,700	74,302
17	54,990	56,836	62,116	65,808	75,780
18	55,950	57,798	63,151	66,877	77,187
19	56,920	58,768	64,211	67,966	78,625
20	57,916	59,764	65,294	69,073	80,084
21	58,884	60,763	66,387	70,230	81,428
22	59,864	61,775	67,491	71,402	82,793
23	60,861	62,804	68,618	72,591	84,178
24	61,869	63,845	69,759	73,800	85,581
25+	62,921	64,931	70,945	75,054	87,036

BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2021-2022 School Year

**OCCUPATIONL THERAPIST AND PHYSICAL THERAPIST
SALARY SCHEDULE**

YEARS EXP	HOURLY RATE	DAILY RATE	ANNUAL SALARY
0	34.21	256.58	48,750.90
1	35.04	262.78	49,927.98
2	35.86	268.96	51,102.00
3	36.68	275.13	52,275.00
4	37.51	281.33	53,452.08
5	38.33	287.51	54,626.10
6	39.16	293.69	55,801.14
7	39.98	299.87	56,975.16
8	40.81	306.06	58,151.22
9	41.63	312.24	59,325.24
10	42.46	318.42	60,500.28
11	43.28	324.60	61,674.30
12	44.10	330.78	62,848.32
13	44.93	336.96	64,022.34
14	45.75	343.15	65,198.40
15	46.58	349.34	66,374.46
16	47.40	355.51	67,547.46
17	48.23	361.69	68,721.48
18	49.02	367.66	69,855.72
19	49.83	373.74	71,010.36
20	50.66	379.92	72,184.38
21	51.16	383.71	72,904.50
22	51.67	387.54	73,631.76
23	52.19	391.42	74,369.22
24+	52.71	395.30	75,106.68

BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2021-2022 School Year

**REGISTERED NURSES AND SOCIAL WORKERS
SALARY SCHEDULE**

YEARS EXP	HOURLY RATE	DAILY RATE	ANNUAL SALARY
0	25.83	206.66	39,264.90
1	26.22	209.76	39,853.88
2	26.61	212.90	40,451.68
3	27.01	216.10	41,058.46
4	27.42	219.34	41,674.33
5	27.83	222.63	42,299.45
6	28.25	225.97	42,933.94
7	28.67	229.36	43,577.95
8	29.10	232.80	44,231.62
9	29.54	236.29	44,895.10
10	29.98	239.83	45,568.52
11	30.43	243.43	46,252.04
12	30.89	247.08	46,945.83
13	31.35	250.79	47,650.01
14	31.82	254.55	48,364.77
15	32.30	258.37	49,090.23
16	32.78	262.25	49,826.59
17	33.27	266.18	50,573.99
18	33.77	270.17	51,332.60
19	34.28	274.22	52,102.59
20	34.79	278.34	52,884.12
21	35.31	282.51	53,677.39
22	35.84	286.75	54,482.55
23	36.38	291.05	55,299.79
24+	36.93	295.42	56,129.28

BEAUFORT COUNTY SCHOOL DISTRICT
 Salary and Stipend Schedules
 2021-2022 School Year

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	\$11.1577	\$18.5277
Cafeteria Operator	6	180			
Custodian	8	260			
School Bus Monitor	6	180			
NOT CURRENTLY USED			102	\$11.7717	\$19.5468
District Receptionist	8	260	103	\$12.4195	\$20.6222
Food Service Manager	8	182			
Head Custodian	8	260			
Kindergarten Assistant	7.5	182			
Montessori Assistant	7.5	182			
Multi-Age Assistant	7.5	182			
Pre-Kindergarten Assistant	7.5	182			
Teacher Assistant	7.5	182			
Media Assistant	7.5	182	104	\$13.1026	\$21.7564
Parent Educator	8	260			
Special Education Assistant	7.5	182			
Special Education Assistant - AEA	7.5	182			
Carpenter	8	260	105	\$13.8230	\$22.9529
Administrative Assistant	8	190 or 260	106	\$14.5831	\$24.2147
Bookkeeper I (ES)	8	260			
Courier	8	260			
Dispatcher	8	260			
Nurse Assistant	7.5	182			
Bookkeeper II (MS, HS, DO)	8	260	107	\$15.3848	\$25.5466
Data Clerk	8	260			
Food Service Specialist I	8	260			
Payroll Specialist I	8	260			

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BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2021-2022 School Year

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	\$16.2312	\$26.9525
Bilingual Liaison	8	190			
Medicaid Billing Specialist	8	260			
Office Manager I (ES)	8	260			
Parent Liaison	8	190			
Personnel Specialist	8	260			
Theater Technician	8	260			
Accounts Payable Assistant II	8	260	109	\$17.1237	\$28.4345
Administrative Support	8	260			
Career Development Facilitator (ACE)	8	205			
Executive Administrative Assistant	8	260			
Job Coach	8	190			
Office Manager II (MS, HS, DO, TRANS)	8	260			
Account Specialist	8	260	110	\$18.0653	\$29.9978
Area Supervisor of Transportation	8	260			
Benefits Specialist	8	260			
Bilingual Liaison Lead	8	260			
CATE Compliance - ACE	8	205			
Compliance Management Specialist	8	260			
Data Technician	8	260			
Payroll Specialist II	8	260			
Personnel Specialist II	8	260			
Procurement Specialist	8	260			
Operations Specialist	8	260			
Specialist - IT Transportation	8	260			
Specialist - Technology	8	260			
Student Data Specialist	8	260			
Student Services Specialist	8	260			
Behavior Management Specialist	8	190	111	\$19.0593	\$31.6480
Coordinator of Media Production	8	260			
Executive Assistant to the Superintendent	8	260			
HR Manager	8	260			
Paralegal for General Counsel	8	260			
Registered Behavior Therapist	8	190			

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BEAUFORT COUNTY SCHOOL DISTRICT
 Salary and Stipend Schedules
 2021-2022 School Year

CLASSIFIED STAFF SALARY LEVELS

POSITION TITLE	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
HR Facilitator	8	260	112	\$20.1077	\$33.3888
Mechanic	8	260			
Nurse - LPN	8	190			
Payroll Manager	8	260			
Accountant	8	260	113	\$21.2136	\$35.2248
Accountant - Sodexo	8	260			
Accountant - Title 1	8	260			
Coordinator of Community Services	8	260			
Educational Interpreter	7.5	180			
Grants Accountant	8	260			
Marketing Coordinator of Magnet Schools	8	260			
Service Desk Lead	8	260			
Social Media / Web Content Manager	8	260			
Systems Support Specialist I	8	260			
Telecommunications Specialist	8	260			
Autism Specialist	7.5	190	114	\$22.3802	\$37.1628

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BEAUFORT COUNTY SCHOOL DISTRICT
 Salary and Stipend Schedules
 2021-2022 School Year

CLASSIFIED STAFF SALARY LEVELS, STEPS and HOURLY RATES

STEP	LEVEL 101	LEVEL 102	LEVEL 103	LEVEL 104	LEVEL 105	LEVEL 106	LEVEL 107	LEVEL 108	LEVEL 109	LEVEL 110	LEVEL 111	LEVEL 112	LEVEL 113	LEVEL 114
0	11.16	11.77	12.42	13.10	13.82	14.58	15.38	16.23	17.12	18.07	19.06	20.11	21.21	22.38
1	11.46	12.10	12.76	13.46	14.20	14.98	15.81	16.68	17.60	18.56	19.58	20.66	21.80	23.00
2	11.77	12.42	13.10	13.82	14.58	15.39	16.23	17.12	18.07	19.06	20.11	21.21	22.38	23.61
3	12.08	12.74	13.44	14.18	14.96	15.79	16.66	17.57	18.54	19.56	20.63	21.77	22.96	24.23
4	12.39	13.07	13.79	14.54	15.34	16.19	17.08	18.02	19.01	20.05	21.16	22.32	23.55	24.84
5	12.69	13.39	14.13	14.90	15.72	16.59	17.50	18.46	19.48	20.55	21.68	22.88	24.13	25.46
6	13.00	13.72	14.47	15.27	16.11	16.99	17.93	18.91	19.95	21.05	22.21	23.43	24.72	26.08
7	13.31	14.04	14.81	15.63	16.49	17.39	18.35	19.36	20.42	21.55	22.73	23.98	25.30	26.69
8	13.61	14.36	15.15	15.99	16.87	17.79	18.77	19.80	20.89	22.04	23.26	24.53	25.88	27.31
9	13.92	14.69	15.50	16.35	17.25	18.20	19.20	20.25	21.37	22.54	23.78	25.09	26.47	27.92
10	14.23	15.01	15.84	16.71	17.63	18.60	19.62	20.70	21.84	23.04	24.30	25.64	27.05	28.54
11	14.54	15.34	16.18	17.07	18.01	19.00	20.04	21.14	22.31	23.54	24.83	26.19	27.64	29.16
12	14.84	15.66	16.52	17.43	18.39	19.40	20.47	21.59	22.78	24.03	25.35	26.75	28.22	29.77
13	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
14	15.46	16.31	17.20	18.15	19.15	20.20	21.31	22.48	23.72	25.03	26.40	27.86	29.39	31.00
15	15.76	16.63	17.55	18.51	19.53	20.60	21.74	22.93	24.19	25.52	26.93	28.41	29.97	31.62
16	16.07	16.96	17.89	18.87	19.91	21.00	22.16	23.38	24.66	26.02	27.45	28.96	30.55	32.24
17	16.38	17.28	18.23	19.23	20.29	21.41	22.58	23.83	25.14	26.52	27.98	29.52	31.14	32.85
18	16.69	17.60	18.57	19.59	20.67	21.81	23.01	24.27	25.61	27.01	28.50	30.07	31.72	33.47
19	16.99	17.93	18.91	19.95	21.05	22.21	23.43	24.72	26.08	27.51	29.03	30.62	32.31	34.08
20	17.30	18.25	19.26	20.31	21.43	22.61	23.85	25.17	26.55	28.01	29.55	31.18	32.89	34.70
21	17.61	18.57	19.60	20.67	21.81	23.01	24.28	25.61	27.02	28.51	30.07	31.73	33.47	35.31
22	17.91	18.90	19.94	21.04	22.19	23.41	24.70	26.06	27.49	29.00	30.60	32.28	34.06	35.93
23	18.22	19.22	20.28	21.40	22.57	23.81	25.12	26.51	27.96	29.50	31.12	32.84	34.64	36.55
24+	18.53	19.55	20.62	21.76	22.95	24.21	25.55	26.95	28.43	30.00	31.65	33.39	35.22	37.16

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

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BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2021-2022 School Year

SCHOOL BUS DRIVER SALARY SCHEDULE

YEARS EXP	HOURLY RATE	DAILY RATE	ANNUAL SALARY
0	14.23	85.38	15,367.86
1	14.62	87.73	15,791.00
2	15.01	90.08	16,213.50
3	15.40	92.43	16,636.54
4	15.80	94.78	17,059.68
5	16.19	97.12	17,482.18
6	16.58	99.47	17,905.21
7	16.97	101.82	18,327.71
8	17.36	104.17	18,750.85
9	17.75	106.52	19,174.43
10	18.15	108.87	19,597.03
11	18.54	111.22	20,019.96
12	18.93	113.57	20,442.46
13	19.32	115.92	20,865.60
14	19.71	118.27	21,289.28
15	20.10	120.62	21,711.78
16	20.49	122.97	22,134.28
17	20.89	125.32	22,557.31
18	21.28	127.67	22,979.81
19	21.67	130.02	23,403.49
20	22.06	132.37	23,825.99
21	22.45	134.72	24,249.13
22	22.84	137.07	24,672.06
23	23.24	139.42	25,095.20
24+	23.63	141.77	25,518.24

BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2021-2022 School Year

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 **\$27.87 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 **\$33.44 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 **\$19.68 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 perform work outside the scope of their jobs and beyond their scheduled work days will be paid through payroll via **NovaTime**, 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
2021-2022 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 **\$13.12 per hour**.

Professional Group Staff

Professional Group Staff who work beyond the scope of their normal work schedule at the request of the school or district will be paid at the rate of **\$19.68 per hour** for this work.

BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2021-2022 School Year

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 via **NovaTime**, 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 **\$13.12 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 **\$18.59 per hour**.

Tutor Hourly Rates - **\$13.12 per hour**, Associates Degree or at least 60 college credit hours, **\$19.68 per hour**, Holds a Bachelor's Degree or Higher.

Non-Certified Teachers at Adult Education who have at least a Bachelor's Degree will be paid **\$24.35 per hour**.

Activity Bus Driver - **\$16.40 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 **\$13.12 per hour** plus overtime, if applicable. A "blended rate calculation" will be assigned for any overtime hours worked.

Procedure for Extended-Day Activities

If performing similar instructional duties in extended day activities, classified staff in an extended-day program will be paid at their regular

BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2021-2022 School Year

CLASSIFIED STAFF PAY FOR EXTRA WORK

job hourly rate. If performing duties for Non-Instructional extended day activities you will be paid **\$13.12 per hour**.

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.

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BEAUFORT COUNTY SCHOOL DISTRICT
Salary and Stipend Schedules
2021-2022 School Year

ACADEMIC STIPENDS

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
MTCC Coordinator	\$787
MTCC Member	\$472
MTCC 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
MTCC 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
2021-2022 School Year

ACADEMIC STIPENDS

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
MTCC 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 STIPENDS

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

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Salary and Stipend Schedules
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ACADEMIC STIPEND 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 Stipends. 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 stipends 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
 2021-2022 School Year

**HIGH SCHOOL and MIDDLE SCHOOL
 ATHLETIC STIPEND AMOUNTS**

ATHLETIC COACH POSITION	HIGH SCHOOL	MIDDLE SCHOOL	SEASON			NOTES
			FALL	WINTER	SPRING	
Admin Support	\$ 1,623.00		X	X	X	Classified Staff, Timesheet
Assistant Athletic Director	\$ 2,398.00	\$ 704.00	X	X	X	Classified Staff, Timesheet
Eligibility Coordinator	\$ 2,745.00					Classified Staff, Timesheet
Study Hall Coordinator	\$ 1,623.00	\$ 1,055.00	X	X	X	Classified Staff, Timesheet
Weightlifting / Conditioning	\$ 1,998.00		X	X	X	Classified Staff, Timesheet
Athletic Director - MS		\$ 2,500.00	X	X	X	Classified Staff, Timesheet
Camera / Support	\$ 1,450.00		X	X	X	
Equipment Manager	\$ 2,600.00		X	X	X	
Baseball - Head Varsity	\$ 4,643.00	\$ 2,461.00			X	
Baseball - Head JV	\$ 2,471.00				X	
Baseball - Varsity Assistant	\$ 2,845.00	\$ 1,407.00			X	
Baseball - JV Assistant	\$ 2,098.00				X	
Basketball - Head Varsity	\$ 9,000.00	\$ 2,461.00		X		
Basketball - Head JV	\$ 3,593.00			X		
Basketball - Varsity Assistant	\$ 3,272.00	\$ 1,407.00		X		
Basketball - JV Assistant	\$ 3,220.00			X		
Cheerleading - Head Varsity Football	\$ 4,268.00		X			
Cheerleading - Head Varsity Basketball	\$ 2,472.00	\$ 1,055.00		X		
Cheerleading - Head JV Football	\$ 2,098.00		X			
Cheerleading - Head JV Basketball	\$ 1,998.00			X		
Cheerleading - Assistant		\$ 528.00	X	X		
Competitive Cheerleading - Head	\$2,134.00		X			
Competitive Cheerleading - Assistant	\$1,049.00		X			
Cross Country - Head	\$ 2,772.00		X			
Cross Country - Head Combined	\$ 3,520.00		X			
Cross Country - Assistant	\$ 1,723.00		X			
Football - Head Varsity	\$ 18,000.00	\$ 2,461.00	X			
Football - Offensive Coordinators	\$ 7,636.00		X			
Football - Defensive Coordinators	\$ 7,636.00		X			
Football - Assistant	\$ 5,087.00	\$ 1,407.00	X			
Golf - Head	\$ 3,141.00		X		X	
Golf - Assistant	\$ 1,175.00		X		X	
Lacrosse - Head Varsity	\$ 4,643.00				X	
Lacrosse - Assistant	\$ 2,098.00				X	
Lacrosse - Head JV	\$ 2,472.00				X	
Soccer - Head Varsity	\$ 4,643.00	\$ 2,461.00			X	
Soccer - Head JV	\$ 2,472.00				X	
Soccer - Varsity Assistant	\$ 2,845.00	\$ 1,407.00			X	
Soccer - JV Assistant	\$ 2,098.00				X	
Softball - Head Varsity	\$ 4,643.00	\$ 2,461.00			X	
Softball - Head JV	\$ 2,472.00				X	
Softball - Varsity Assistant	\$ 2,845.00	\$ 1,407.00			X	
Softball - JV Assistant	\$ 2,098.00				X	
Swimming - Head	\$ 2,023.00		X			
Swimming - Head Combined	\$ 2,472.00		X			
Swimming - Assistant	\$ 1,723.00		X			
Tennis - Head	\$ 3,145.00		X		X	
Tennis - Head JV	\$ 2,472.00		X		X	
Tennis - Assistant	\$ 1,175.00		X		X	
Track - Head	\$ 4,543.00	\$ 2,461.00			X	
Track - Head Combined	\$ 5,465.00				X	
Track - Assistant	\$ 2,478.00	\$ 1,407.00			X	
Volley - Head Varsity	\$ 4,643.00	\$ 2,461.00	X			
Volley - Head JV	\$ 2,472.00		X			
Volleyball - Assistant	\$ 2,098.00	\$ 1,407.00	X			
Wrestling - Head Varsity	\$ 4,643.00	\$ 1,758.00		X		
Wrestling - Head JV	\$ 2,472.00			X		
Wrestling - Assistant	\$ 2,098.00	\$1,407.00		X		

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ATHLETIC STIPEND 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 **\$13.12 plus applicable overtime**.

The high school Varsity Head Football Coach, Varsity Head Boys Basketball Coach and Varsity Head Girls Basketball Coach "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
2021-2022 School Year

ATHLETIC STIPEND 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 stipends 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)

NOTE: Due to inclement weather conditions that may cause the district to close, i.e., hurricane evacuations or snow days, the stipend payment schedules will be adjusted in order to allow our Payroll Department the time needed to generate the stipend payments.

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

PLAYOFF GAMES AND PLAYOFF PRACTICES

High school playoff games and playoff practice days will be paid at a rate of **\$25 per day**. A memo to Human Resources must indicate the Coaches Name, Employee Number, School Name, Date for Playoff Practices and Games; and Total Amount to be paid for each athletic staff member participating in playoff 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 playoff schedule for each sport requesting payments. Payments will not be made until all required information is provided.

Cheerleading Coaches and Competitive Cheerleading Coaches are entitled to receive a stipend payment of \$25.00 per day for playoff practices and/or games.

ELECTRONICALLY FILED - 2021 Dec 08 3:56 PM - BEAUFORT - COMMON PLEAS - CASE#2021 CP0702232

CONTRACT FOR PROFESSIONAL SERVICES
FOR THE INDICATED SCHOOL YEAR

STATE OF SOUTH CAROLINA
COUNTY OF BEAUFORT

NAME OF EMPLOYEE:	AMANDA WILSON
TENTATIVE ASSIGNMENT:	INTERVENTIONIST
CONTRACT LEVEL:	CONTINUING GBE
SCHOOL YEAR:	2021-2022

This is to notify you of your appointment to a position in Beaufort County School District. This agreement, by and between the Board of Education and the Employee, is a/an contract as defined in Section 59-26-40, as amended, of the Code of Laws of South Carolina. The following conditions of employment are hereby a part of this contract:

1. The Board agrees to employ the Employee in a professional position for **190 days** during the indicated school year. The assignment indicated above is tentative and may be changed by the administration upon notice to, and consultation with, the Employee in accordance with applicable laws and policies.
2. The District agrees to pay the Employee according to the salary schedule adopted by the Board. This salary schedule will be made available as soon as practicable. Loss or reduction in any amount of anticipated or appropriated state, local or federal funding may, at the discretion of the District, require a pro-rata reduction of salary, a reduction in the term of this contract and pro-rata reduction in salary, i.e., a furlough, a reduction in contract days in accord with state law, or a termination of this agreement. Furthermore, any decline in student enrollment, elimination or change in course programming, financial emergency, or temporary closing of school or District operations because of emergency circumstances may require a pro-rata reduction in salary. Any such reduction will take place only upon the recommendation of the Superintendent and approval by the Board after reasonable notice has been provided to the affected parties. Any position eliminations will be handled in accordance with **BCSD Administrative Regulation HRS-30: Professional Staff Reduction in Force.**
3. The Employee shall maintain throughout the life of this contract the required qualifications of a teacher, including a valid South Carolina teaching credential, as well as the "highly qualified" certification to perform his/her teaching assignment as that term is defined in the No Child Left Behind Act and all State Board of Education implementing rules and regulations. Failure to maintain such professional qualifications during the contractual period shall constitute grounds for termination of this contract.
4. The Employee agrees to render acceptable service, perform all assigned duties, and comply with all Board and District policies, rules, and regulations, including attendance at required school or District meetings and activities. The administration may assign reasonable extracurricular activities to the Employee.
5. An initial offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good or just cause for its withdrawal.
6. This agreement is not valid unless authorized by the Board and signed by the Superintendent. If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.

Please indicate your acceptance of this contract by signing below and returning the original to the Superintendent or his/her agent, pursuant to **S.C. Code § 59-25-420 by 05/10/2021**. This contract is not valid unless approved by the Board of Education and signed by the Superintendent.

Amanda Wilson
Employee's Signature

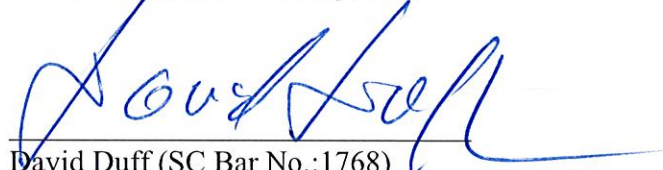
Frank Rodriguez
Frank Rodriguez, Ph.D., Superintendent

04/09/2021
Date

STATE OF SOUTH CAROLINA)	IN THE COURT OF COMMON PLEAS
COUNTY OF BEAUFORT)	FOURTEENTH JUDICIAL CIRCUIT
)	
Amanda Patel, individually and on behalf of)	Civil Action No.: 2021-CP-07-02232
all others similarly situated,)	
)	
Plaintiff,)	ACCEPTANCE OF SERVICE
)	
vs.)	
)	
Beaufort County School District,)	
)	
Defendant.)	
)	

The undersigned acknowledges service of the Summons & Complaint on Defendant Beaufort County School District in the above-captioned case and states that he has received copies of the Summons & Complaint, Exhibits A & B and this Defendant waives any and all further notice, service, and issuance of process of the Summons & Complaint.

DUFF FREEMAN LYON, LLC.



David Duff (SC Bar No.:1768)

dduff@dfll-lawfirm.com

P.O. Box 1486

Columbia, SC 29202

T: (803) 790-0603

**ATTORNEYS FOR DEFENDANT BEAUFORT
COUNTY SCHOOL DISTRICT**

Dated: Jan. 10, 2022

EXHIBIT “B”

STATE OF SOUTH CAROLINA

COUNTY OF BEAUFORT

Amanda Patel, individually and on behalf of all
others similarly situated,

Plaintiff,

v.

Beaufort County School District,

Defendant.

IN THE COURT OF COMMON PLEAS
FOURTEENTH JUDICIAL CIRCUIT

C.A. No.: 2021-CP-07-02232

**NOTICE TO STATE COURT OF
FILING OF NOTICE OF REMOVAL
OF CIVIL ACTION TO THE UNITED
STATES DISTRICT COURT**

Beaufort County School District (“Defendant” or “District”), by and through its undersigned counsel, by and through its undersigned counsel and pursuant to 28 U.S.C. § 1446(d), hereby files this Notice to inform the Court that, on February 8, 2022, Defendant filed a Notice of Removal of the above-captioned action to the United States District Court, District of South Carolina, Beaufort Division. A copy of the Notice of Removal of Civil Action to the United States District Court is appended hereto as **Exhibit A**. Also appended, as **Exhibit B**, is a copy of the Notice to Plaintiff of Removal of Civil Action to the United States District Court.

Defendant therefore prays that this Court effect the removal and proceed no further unless or until this action is remanded.

[SIGNATURE BLOCK FOLLOWS ON NEXT PAGE]

Respectfully Submitted:

DUFF | FREEMAN | LYON, LLC

By: *s/David T. Duff*

David T. Duff (SC Bar #1768)
David N. Lyon (SC Bar #100676)
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dduff@df-lawfirm.com
dlyon@df-lawfirm.com

Attorneys for Defendant Beaufort County
School District

February 8, 2022
Columbia, South Carolina

EXHIBIT “C”

STATE OF SOUTH CAROLINA

COUNTY OF BEAUFORT

Amanda Patel, individually and on behalf of all others similarly situated,

Plaintiff,

v.

Beaufort County School District,

Defendant.

IN THE COURT OF COMMON PLEAS
FOURTEENTH JUDICIAL CIRCUIT

C.A. No.: 2021-CP-07-02232

**NOTICE TO PLAINTIFF OF FILING
OF NOTICE OF REMOVAL OF
CIVIL ACTION TO THE
UNITED STATES DISTRICT COURT**

**TO: DANIEL S. HALTIWANGER, ESQUIRE, BRADY R. THOMAS, ESQUIRE AND
J. OLIN MCDOUGALL, II, ESQUIRE**

YOU WILL PLEASE TAKE NOTICE, that on February 8, 2022, Defendant Beaufort County School District (“Defendant” or “District”), by and through its undersigned counsel, has filed a Notice of Removal of Civil Action to the United States District Court, a copy of which is appended hereto as **Exhibit A**, praying that the above-entitled action be removed to the United States District Court for the District of South Carolina, Beaufort Division. This Notice is provided in accordance with 28 U.S.C. § 1446(d).

You also are advised that Defendant, having filed the Notice of Removal of Civil Action to the United States District Court with the Clerk of the United States District Court for the District of South Carolina, Beaufort Division, has filed contemporaneously herewith a Notice to State Court of Removal of Civil Action, a copy of which is appended hereto as **Exhibit B**.

[SIGNATURE BLOCK FOLLOWS ON NEXT PAGE]

Respectfully Submitted:

DUFF | FREEMAN | LYON, LLC

By: *s/David T. Duff*

David T. Duff (SC Bar #1768)
David N. Lyon (SC Bar #100676)
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Attorneys for Defendant Beaufort County
School District

February 8, 2022
Columbia, South Carolina

STATE OF SOUTH CAROLINA

COUNTY OF BEAUFORT

Amanda Patel, individually and on behalf of all others similarly situated,

Plaintiff,

v.

Beaufort County School District,

Defendant.

IN THE COURT OF COMMON PLEAS
FOURTEENTH JUDICIAL CIRCUIT

C.A. No.: 2021-CP-07-02232

**CERTIFICATE OF SERVICE
VIA ELECTRONIC AND U.S. MAIL**

The undersigned of Duff Freeman Lyon, LLC, hereby certifies that s/he has served the following counsel of record with the foregoing Defendant’s *Notice to Plaintiff of Filing of Notice of Removal of Civil Action to the United States District Court*, and *Notice to State Court of Filing of Notice of Removal of Civil Action to the United States District Court*, by causing a copy of same to be electronically filed, and mailed, postage prepaid and return address clearly indicated, to the following, on this 8th day of **February 2022**:

Daniel S. Haltiwanger, Esquire
Brady R. Thomas, Esquire
RICHARDSON, THOMAS, HALTIWANGER,
MOORE & LEWIS, LLC
1513 Hampton Street, First Floor
Columbia, SC 29201
dan@richardsonthomas.com
brady@richardsonthomas.com

J. Olin McDougall, II, Esquire
MCDOUGALL LAW FIRM, LLC
Post Office Box 1336
115 Lady’s Island Commons
Beaufort, SC 29901-1336
lin@mlf.law

[SIGNATURE BLOCK FOLLOWS ON NEXT PAGE]

Respectfully Submitted:

DUFF | FREEMAN | LYON, LLC

By: *s/David T. Duff*

David T. Duff (SC Bar #1768)
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dlyon@dfi-lawfirm.com

Attorneys for Defendant Beaufort County
School District

February 8, 2022
Columbia, South Carolina

ClassAction.org

This complaint is part of ClassAction.org's searchable class action lawsuit database and can be found in this post: [Lawsuit Alleges Beaufort County, South Carolina Teachers Not Paid Enough for Simultaneous In-Person and Virtual Instruction](#)
