



Colleton County
SCHOOL DISTRICT
PREPARING EVERY CHILD TODAY FOR TOMORROW

2026- 2027 Salary Schedules

Extra Work Guidelines and Pay Rates

(Revised By: Superintendent Tripp Aldredge)
(Revision Date: August 31, 2026)

COLLETON COUNTY SCHOOL DISTRICT
ADMINISTRATIVE STAFF SALARY SCHEDULE
2026–2027 SCHOOL YEAR
SALARY LEVELS, STEPS, AND HOURLY RATES

STEP	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	145
0	40.14	42.14	44.25	46.47	48.79	51.22	53.79	56.48	59.30	62.27	65.37	68.64	72.07	75.67	79.46	106.48
1	40.55	42.56	44.69	46.93	49.28	51.74	54.33	57.05	59.88	62.89	66.02	69.32	72.79	76.43	80.26	107.54
2	40.95	43.00	45.15	47.39	49.77	52.25	54.88	57.62	60.48	63.52	66.68	70.01	73.52	77.20	81.05	108.62
3	41.36	43.43	45.59	47.87	50.27	52.78	55.42	58.19	61.09	64.15	67.35	70.72	74.25	77.97	81.86	109.71
4	41.77	43.86	46.04	48.35	50.78	53.30	55.99	58.77	61.71	64.80	68.03	71.42	75.00	78.74	82.68	110.81
5	42.19	44.29	46.51	48.83	51.28	53.84	56.53	59.36	62.32	65.44	68.70	72.13	75.74	79.53	83.51	111.91
6	42.61	44.74	46.97	49.32	51.80	54.37	57.10	59.95	62.94	66.10	69.39	72.86	76.50	80.33	84.34	113.03
7	43.04	45.18	47.44	49.81	52.31	54.92	57.67	60.55	63.57	66.75	70.09	73.58	77.27	81.14	85.19	114.15
8	43.47	45.63	47.91	50.31	52.84	55.46	58.24	61.15	64.21	67.43	70.79	74.32	78.03	81.95	86.04	115.30
9	43.90	46.09	48.39	50.81	53.36	56.02	58.83	61.78	64.85	68.10	71.49	75.07	78.82	82.77	86.91	116.46
10	44.33	46.56	48.87	51.33	53.90	56.58	59.43	62.38	65.49	68.78	72.21	75.81	79.61	83.60	87.77	117.62
11	44.78	47.02	49.36	51.83	54.43	57.15	60.01	63.01	66.16	69.47	72.93	76.58	80.40	84.43	88.65	118.79
12	45.22	47.50	49.85	52.35	54.98	57.72	60.61	63.64	66.82	70.17	73.66	77.35	81.21	85.28	89.53	119.97
13	45.68	47.97	50.36	52.88	55.53	58.30	61.22	64.28	67.48	70.86	74.39	78.11	82.02	86.13	90.43	121.19
14	46.14	48.45	50.85	53.41	56.08	58.88	61.83	64.92	68.16	71.58	75.14	78.90	82.83	86.99	91.33	122.39
15	46.60	48.93	51.37	53.94	56.64	59.47	62.44	65.56	68.85	72.29	75.90	79.69	83.66	87.85	92.25	123.61
16	47.06	49.41	51.88	54.48	57.20	60.06	63.07	66.22	69.53	73.02	76.65	80.48	84.51	88.73	93.17	124.86
17	47.54	49.90	52.40	55.02	57.78	60.65	63.70	66.89	70.22	73.74	77.42	81.28	85.35	89.63	94.10	126.10
18	48.01	50.41	52.92	55.57	58.36	61.27	64.34	67.55	70.93	74.48	78.19	82.09	86.21	90.52	95.04	127.36
19	48.49	50.91	53.45	56.13	58.94	61.89	64.98	68.23	71.64	75.22	78.97	82.92	87.07	91.42	95.99	128.64
20	48.98	51.42	53.98	56.70	59.53	62.50	65.63	68.92	72.35	75.97	79.76	83.75	87.94	92.34	96.95	129.92
21	49.47	51.93	54.53	57.27	60.12	63.12	66.30	69.60	73.08	76.74	80.56	84.58	88.81	93.26	97.93	131.22
22	49.96	52.46	55.06	57.83	60.73	63.76	66.95	70.29	73.80	77.50	81.37	85.43	89.71	94.20	98.90	132.53
23	50.45	52.97	55.63	58.41	61.33	64.40	67.61	71.00	74.54	78.28	82.18	86.29	90.60	95.13	99.89	133.86

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

COLLETON COUNTY SCHOOL DISTRICT
Administrative Staff Salary Schedules
2026-2027 School Year

POSITION TITLE	HOURS	DAYS	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Information Technology Engineer	7.5	240	125	\$40.14	\$50.45
Assistant Principal - Elementary School	7.5	215	126	\$42.14	\$52.97
Coordinator of Safety and Security	7.5	230			
Coordinator of Enrichment Programs	7.5	210			
Assistant Principal - Middle School	7.5	225	127	\$44.25	\$55.63
Coordinator of Exceptional Learning	7.5	240			
Coordinator of Nursing Services	7.5	230			
Assistant Principal - High School	7.5	230	128	\$46.47	\$58.41
Content Specialist for School Improvement	7.5	240			
Content and Coaching Specialist for School Effectiveness	7.5	240			
Coordinator of Alternative Programs	7.5	230			
Director of Adult Education	7.5	240			
Director of Information Technology	7.5	240	129	\$48.79	\$61.33
Director of Student Support Services	7.5	240			
Director of Student Transportation	7.5	240			
Director of Student Nutrition	7.5	240			
Director of Procurement	7.5	240			
Coordinator of Information Technology and Research	7.5	240			
Director of Buildings and Grounds	7.5	240	130	\$51.22	\$64.40
Coordinator of School Quality	7.5	240			

COLLETON COUNTY SCHOOL DISTRICT
Administrative Staff Salary Schedules
2026-2027 School Year

POSITION TITLE	HOURS	DAYS	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Director of Exceptional Learning	7.5	240	131	\$53.79	\$67.61
Director of Career and Technology	7.5	240			
Director of K-12 Teaching and Learning	7.5	240			
Principal - Elementary School	7.5	230			
Executive Director of Athletic Operations	7.5	240	132	\$56.48	\$71.00
Principal - High School	7.5	240			
Principal - Middle School	7.5	240			
Chief Human Resources Officer	7.5	240	134	\$62.27	\$78.28
Chief Financial Officer	7.5	240			
Deputy Superintendent	7.5	240	137	\$72.07	\$90.60
Superintendent	7.5	240	145	\$106.48	\$133.86



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

COLLETON COUNTY SCHOOL DISTRICT
CERTIFIED SALARY SCHEDULE
2026-2027 SCHOOL YEAR

STEP	BACHELORS 3A	MASTERS 1A	MASTERS +30 7A	DOCTORATE 8A
0	50500	54500	56000	58500
1	50750	54750	56476	59942
2	51000	55000	57475	61506
3	51250	55250	57558	61835
4	51500	55500	57671	62193
5	52500	56500	57856	62607
6	53000	57000	58819	63919
7	53500	57500	59780	65172
8	54000	58000	60742	66452
9	54500	58500	61704	67734
10	55500	59500	62670	69018
11	56000	60422	63631	70298
12	56500	61385	64594	71581
13	57000	62347	65557	72863
14	57500	63311	66519	74145
15	58242	64271	67482	75428
16	59139	65237	68443	76710
17	60006	66198	69406	77992
18	61063	67361	70605	79477
19	61533	67891	71163	80121
20	62004	68427	71726	80776
21	62482	68961	72307	81433
22	62963	69506	72873	82101
23	64022	70694	74093	84657
24	64590	71328	74760	85427
25	65164	71968	75433	86205
26	65738	72608	76106	86983
27	66312	72978	76779	87761
28	66886	73888	77452	88539

Note: Placement on the certified salary schedule is based on current years of experience and the degree level on file with the SC Dept of Education. Salaries are determined based on a 190-work-day schedule.

COLLETON COUNTY SCHOOL DISTRICT
SCHOOL PSYCHOLOGIST
SALARY SCHEDULE
2026 – 2027 SCHOOL YEAR

STEP	MASTER'S + 30 HOURS	DOCTORATE DEGREE
0	63813	66749
1	64976	68442
2	65975	70006
3	66058	70335
4	66171	70693
5	66356	71107
6	67319	72419
7	68280	73672
8	69242	74952
9	70204	76234
10	71170	77518
11	72131	78798
12	73094	80081
13	74057	81363
14	75019	82645
15	75982	83928
16	76943	85210
17	77906	86492
18	79105	87977
19	79663	88621
20	80226	89276
21	80801	89933
22	81373	90601
23	82593	93157
24	83260	93927
25+	83933	94705

Colleton County
SCHOOL DISTRICT
PREPARING EVERY CHILD TODAY FOR TOMORROW

**COLLETON COUNTY SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE
2026 – 2027 SCHOOL YEAR**

STEP	101	102	103	104	105	105B	106	107	108	109	110	111	112	113	114
0	10.67	11.20	11.76	12.35	12.96	17.86	13.61	14.29	15.00	15.75	16.54	17.71	18.24	19.16	20.11
1	10.84	11.38	11.94	12.55	13.17	18.11	13.83	14.52	15.25	16.01	16.81	18.00	18.54	19.46	20.44
2	11.02	11.57	12.14	12.76	13.39	18.34	14.06	14.76	15.50	16.27	17.09	18.30	18.84	19.79	20.78
3	11.20	11.76	12.34	12.96	13.61	18.59	14.28	15.01	15.75	16.54	17.36	18.59	19.15	20.11	21.11
4	11.38	11.94	12.55	13.18	13.84	18.88	14.52	15.25	16.01	16.81	17.66	18.90	19.46	20.43	21.46
5	11.57	12.14	12.76	13.39	14.06	19.17	14.76	15.50	16.27	17.09	17.93	19.21	19.78	20.78	21.81
6	11.76	12.34	12.96	13.61	14.28	19.45	15.00	15.76	16.54	17.36	18.24	19.52	20.10	21.11	22.17
7	11.94	12.54	13.17	13.84	14.52	19.76	15.24	16.01	16.81	17.65	18.53	19.85	20.43	21.46	22.53
8	12.14	12.75	13.39	14.07	14.76	20.05	15.49	16.28	17.09	17.93	18.83	20.17	20.77	21.81	22.90
9	12.34	12.95	13.61	14.29	15.00	20.34	15.75	16.54	17.36	18.23	19.15	20.50	21.11	22.17	23.28
10	12.55	13.17	13.83	14.52	15.25	20.62	16.01	16.81	17.65	18.53	19.45	20.83	21.45	22.52	23.65
11	12.75	13.38	14.06	14.76	15.50	20.93	16.27	17.10	17.93	18.83	19.78	21.18	21.81	22.90	24.04
12	12.95	13.60	14.28	15.00	15.75	21.24	16.53	17.36	18.23	19.15	20.10	21.52	22.16	23.28	24.44
13	13.17	13.83	14.51	15.25	16.01	21.52	16.80	17.66	18.53	19.45	20.43	21.87	22.52	23.64	24.84
14	13.39	14.06	14.75	15.50	16.27	21.83	17.09	17.95	18.83	19.77	20.77	22.24	22.89	24.04	25.25
15	13.61	14.28	15.00	15.75	16.53	22.11	17.36	18.24	19.15	20.09	21.10	22.59	23.27	24.44	25.65
16	13.83	14.51	15.24	16.01	16.80	22.42	17.65	18.53	19.45	20.42	21.45	22.96	23.64	24.84	26.07
17	14.06	14.75	15.49	16.27	17.09	22.73	17.93	18.84	19.77	20.76	21.80	23.34	24.03	25.25	26.50
18	14.28	14.99	15.74	16.54	17.36	23.02	18.23	19.15	20.09	21.10	22.16	23.72	24.43	25.65	26.94
19	14.51	15.24	16.00	16.81	17.65	23.34	18.53	19.45	20.42	21.44	22.51	24.11	24.83	26.07	27.38
20	14.75	15.49	16.26	17.09	17.93	23.64	18.83	19.78	20.76	21.80	22.89	24.50	25.23	26.50	27.82
21	14.99	15.74	16.53	17.36	18.23	23.94	19.14	20.10	21.10	22.15	23.27	24.91	25.64	26.94	28.27
22	15.24	16.00	16.80	17.65	18.53	24.26	19.44	20.43	21.44	22.51	23.63	25.31	26.06	27.38	28.74
23	15.49	16.26	17.07	17.93	18.83	24.49	19.77	20.77	21.80	22.88	24.03	25.72	26.49	27.82	29.21
24	15.74	16.53	17.35	18.23	19.15	24.83	20.09	21.10	22.15	23.26	24.42	26.15	26.93	28.27	29.69

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

**COLLETON COUNTY SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE
2026 – 2027 SCHOOL YEAR**

STEP	115	116	117	118	119	120	121	122	123	124
0	21.11	22.17	23.28	24.44	25.66	26.95	28.29	29.71	31.19	32.75
1	21.45	22.53	23.65	24.84	26.08	27.39	28.76	30.20	31.70	33.29
2	21.81	22.90	24.04	25.26	26.51	27.83	29.23	30.69	32.22	33.83
3	22.16	23.28	24.44	25.65	26.95	28.28	29.71	31.20	32.75	34.38
4	22.52	23.65	24.84	26.08	27.39	28.75	30.19	31.71	33.28	34.95
5	22.90	24.04	25.25	26.51	27.85	29.22	30.69	32.22	33.82	35.52
6	23.28	24.44	25.65	26.94	28.28	29.70	31.19	32.75	34.38	36.10
7	23.64	24.84	26.07	27.39	28.75	30.19	31.70	33.29	34.95	36.70
8	24.03	25.25	26.50	27.83	29.22	30.68	32.22	33.83	35.52	37.30
9	24.43	25.65	26.94	28.27	29.70	31.18	32.75	34.38	36.10	37.90
10	24.84	26.08	27.38	28.74	30.19	31.69	33.28	34.95	36.69	38.53
11	25.25	26.51	27.82	29.21	30.68	32.21	33.83	35.52	37.29	39.15
12	25.64	26.94	28.27	29.69	31.19	32.74	34.38	36.10	37.90	39.80
13	26.07	27.39	28.74	30.18	31.70	33.27	34.95	36.70	38.52	40.45
14	26.50	27.83	29.21	30.67	32.21	33.82	35.52	37.30	39.15	41.11
15	26.93	28.27	29.69	31.18	32.74	34.37	36.10	37.90	39.78	41.78
16	27.38	28.74	30.17	31.69	33.28	34.94	36.70	38.53	40.44	42.47
17	27.82	29.21	30.67	32.20	33.82	35.51	37.29	39.16	41.11	43.16
18	28.26	29.69	31.17	32.73	34.37	36.09	37.90	39.80	41.77	43.86
19	28.73	30.18	31.68	33.27	34.94	36.69	38.53	40.45	42.46	44.58
20	29.20	30.67	32.20	33.81	35.51	37.28	39.15	41.11	43.16	45.31
21	29.68	31.18	32.73	34.36	36.09	37.89	39.80	41.78	43.86	46.06
22	30.17	31.69	33.26	34.92	36.69	38.52	40.44	42.47	44.58	46.81
23	30.66	32.20	33.80	35.50	37.28	39.14	41.11	43.17	45.31	47.57
24	31.16	32.73	34.36	36.08	37.89	39.78	41.78	43.86	46.05	48.35

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

COLLETON COUNTY SCHOOL DISTRICT
DEPARTMENT OF TRANSPORTATION
SALARY SCHEDULE
2026 – 2027 SCHOOL YEAR

STEP	104 Monitor	105B Bus Driver
0	12.35	17.86
1	12.55	18.11
2	12.76	18.34
3	12.96	18.59
4	13.18	18.88
5	13.39	19.17
6	13.61	19.45
7	13.84	19.76
8	14.07	20.05
9	14.29	20.34
10	14.52	20.62
11	14.76	20.93
12	15.00	21.24
13	15.25	21.52
14	15.50	21.83
15	15.75	22.11
16	16.01	22.42
17	16.27	22.73
18	16.54	23.02
19	16.81	23.34
20	17.09	23.64
21	17.36	23.94
22	17.65	24.26
23	17.93	24.49
24	18.23	24.83

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

COLLETON COUNTY SCHOOL DISTRICT
2026-2027 School Year
CLASSIFIED STAFF SALARY LEVELS

POSITION TITLE	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Clerical Assistant I	7.5	195	103	\$11.76	\$17.35
District Office Receptionist	7.5	230	104	\$12.35	\$18.23
Child Development Assistant (Pre-K3/Pre-K4)	7.5	182			
Clerical Assistant II	7.5	VAR			
Computer Lab/STEM Lab Assistant	7.5	185			
Custodian	7.5	VAR			
Groundskeeper	7.5	240			
In-School Suspension Assistant (High)	7.5	182			
Instructional Assistant (CAS)	7.5	182			
Kindergarten Assistant	7.5	182			
Media Assistant	7.5	VAR			
School Bus Monitor	6	182			
Student Nutrition Operator	7.5	185			
Unencumbered Lunch Monitor	4	177		\$12.50	
Assistant Lead Custodian (Middle/High)	7.5	240	105	\$12.96	\$19.15
Attendance Secretary	7.5	210			
Guidance Secretary	7.5	230			
Lead Groundskeeper	7.5	240			
Records Clerk	7.5	230			
Student Nutrition Cashier	7.5	185			
School Bus Driver	6	182	105B	\$17.86	\$24.83
Lead Custodian I (Elementary, TCTC, Adult Ed)	7.5	240	106	\$13.61	\$20.09
PowerSchool Secretary	7.5	210			
Lead Custodian II (Middle/High)	7.5	240	107	\$14.29	\$21.10
Student Nutrition Manager	7.5	VAR			
Special Education Assistant	7.5	182			
Administrative Secretary I (Elementary and Alternative)	7.5	VAR	108	\$15.00	\$22.15
EL Assistant	7.5	190	109	\$15.75	\$23.26
Student Nutrition Training Manager	7.5	210			

COLLETON COUNTY SCHOOL DISTRICT
2026-2027 School Year
CLASSIFIED STAFF SALARY LEVELS

POSITION TITLE	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Administrative Secretary II (Middle/High)	7.5	230	110	\$16.54	\$24.42
Maintenance Assistant	7.5	240			
Safety Monitors (High School)	7.5	182			
Administrative Assistant	7.5	VAR	111	\$17.71	\$26.15
Bookkeeper (Middle and High)	7.5	VAR			
Positive Behavior Support Specialist	7.5	VAR	112	\$18.24	\$26.93
Registrar I (Middle)	7.5	230	113	\$19.16	\$28.27
Registrar II (High)	7.5	230	114	\$20.11	\$29.69
Global Career Development Facilitator	7.5	190	115	\$21.11	\$31.16
Work-Based Learning Coordinator (TCTC)	7.5	210			
Administrative Specialist	7.5	VAR			
Carpenter	7.5	240			
Electrician	7.5	240			
Office of Exceptional Learning Specialist	7.5	240			
Federal Programs Specialist	7.5	VAR			
HVAC Technician	7.5	240			
IT Support Specialist I	7.5	240			
JAG Specialist	7.5	240			
Medicaid Specialist	7.5	230			
Plumber	7.5	240			
Technology Support Specialist	7.5	240			
Transition Specialist for Alternative Programs	7.5	190			
Transportation Dispatcher/Router	7.5	230			
Transportation Specialist	7.5	240			
Attendance Specialist	7.5	230	116	\$22.17	\$32.73
Educational Interpreter for Exceptional Learning	7.5	182			
IT Support Specialist II	7.5	240			

POSITION TITLE	HOURS PER DAY	DAYS PER YEAR	SALARY LEVEL	MINIMUM HOURLY RATE	MAXIMUM HOURLY RATE
Administrative Assistant to Deputy Superintendent	7.5	240	116	\$22.17	\$32.73
Safety Security Specialist	7.5	230			
Student Information System Specialist	7.5	240			
Student Nutrition Operations Specialist	7.5	240			
IT Support Specialist III	7.5	240	117	\$23.28	\$34.36
Parent and Family Engagement Specialist	7.5	230			
IT Security Systems Engineer	7.5	240	119	\$25.66	\$37.89
Lead Accounts Payable Specialist	7.5	240			
Payroll Specialist	7.5	240			
Benefits Specialist	7.5	240			
Human Resources Specialist	7.5	240			
Nurse-LPN	7.5	190			
Executive Administrative Assistant	7.5	240	120	\$26.95	\$39.78
Maintenance Specialist	7.5	240			
Special Revenue Specialist	7.5	240			
Student Services Coordinator (CALC)	7.5	230			
Transportation Operations Supervisor	7.5	240			
Occupational Therapist Assistant	7.5	190	121	\$28.29	\$41.78
Physical Therapist Assistant	7.5	190			
Social Worker	7.5	230			
Nurse-RN	7.5	190	123	\$31.19	\$46.05
Occupational Therapist	7.5	190	124	\$32.75	\$48.35
Physical Therapist	7.5	190			
Athletic Trainer	7.5	240			

CERTIFIED STAFF PAY FOR EXTRA WORK

Certified Part-Time Teacher Rate (CAS, CALC, and TCTC)

Certified staff who provide direct instructional services to students at CAS, CALC, or TCTC on designated days or on an intermittent basis, as approved by the principal or director, will be compensated at **\$43.50** per hour.

Certified Staff – Professional Development

Certified staff who participate in district or school-sponsored professional development on days outside the school calendar will be compensated at **\$100.00** per day.

Certified staff who facilitate or deliver professional development at the request of a district administrator or principal will be compensated at **\$30.00** per hour, inclusive of preparation, presentation, and follow-up activities.

Certified Staff – Additional Instructional Services

Certified staff who provide instructional services beyond their normal work schedule at the request of the school or district will be compensated at **\$30.00** per hour. This applies only to work involving direct instruction to students.

Certified staff who serve as program coordinators beyond their normal work schedule at the request of the school or district will be compensated at **\$35.00** per hour when the role includes coordination of programs providing direct instructional services to students.

Certified staff who provide direct instruction to students during their planning period will be compensated using the district's **daily rate conversion method as determined by the Finance Department.**

Certified staff who provide instructional services beyond their normal work schedule and are employed by a partnering agency will be compensated at **the rate of pay as determined by the partnering agency as outlined in the Memorandum of Understanding or Agreement.**

Certified Staff – Summer Learning Programs

Certified staff who provide direct instructional services during summer learning programs (after the conclusion of their regular contract) will be compensated at **\$40.00** per hour.

Certified staff who serve as directors of summer learning programs (after the conclusion of their regular contract) will be compensated at **\$45.00** per hour.

Certified Staff – Activities Not Requiring Certification

Certified staff who assist with activities that do not require certification and are not related to instructional or building support duties (such as ticket taking or ticket sales at events) will be compensated at **\$15.00** per hour.

CLASSIFIED STAFF PAY FOR EXTRA WORK

Overtime and Extended Work

Classified employees are eligible for overtime compensation for hours worked in excess of **40 hours per workweek**, in accordance with the Fair Labor Standards Act (FLSA). Paid leave and holidays do not count toward hours worked.

Classified staff who provide instructional services beyond their normal work schedule and are employed by a partnering agency will be compensated at **the rate of pay as determined by the partnering agency as outlined in the Memorandum of Understanding or Agreement**.

Overtime compensation will be calculated based on the employee's applicable regular rate of pay as defined by district payroll procedures.

Extra Duty Compensation

Classified staff performing approved work outside of their regular assignment will be compensated at **\$15.00** per hour.

Classified staff serving as program coordinators or providing building and grounds support outside their regular duties will be compensated at **\$20.00** per hour.

Classified staff who serve as directors of summer learning programs (after the conclusion of their regular contract) will be compensated at **\$35.00** per hour.

Classified staff assisting with direct instructional services during summer learning programs (after the conclusion of their regular work agreement) will be compensated at **\$30.00** per hour.

Tutors and Instructional Support

Tutor compensation rates:

- **\$15.00** per hour – Associate's degree or at least 60 college credit hours
- **\$20.00** per hour – Bachelor's degree or higher

Non-certified instructors at Adult Education who hold a bachelor's degree or higher will be compensated at **\$25.00** per hour.

Transportation and Specialized Roles

Activity bus drivers (other than employees whose primary position is a full-time bus driver) will be compensated at **\$20.00** per hour.

Bus drivers and bus monitors serving in dual employment assignments will be compensated at their **weighted average** rate.

Hourly bus drivers and monitors in training will be compensated at **\$12.71** per hour.

Educational interpreters will be compensated at their approved daily rate when supporting district or school functions, as authorized by the Superintendent.

Professional Development – Classified Staff

Classified staff who participate in district or school-sponsored professional development on days outside the school calendar will be compensated at **\$15.00** per hour.

General Requirements for Certified and Classified Staff

Work performed as part of an employee's regular job duties is not eligible for additional compensation.

Additional work performed outside an employee's assigned duties and scheduled work hours may be eligible for compensation if approved in advance and processed through district payroll using Red Rover or approved timesheets.

Additional work must be approved in advance by the appropriate supervisor, funding manager (if applicable), and/or Superintendent (if applicable) prior to payment.

In accordance with IRS requirements, all employee compensation must be processed through payroll and may not be issued through accounts payable.

Employees may only be compensated for one authorized assignment during the same hours worked. Simultaneous assignments are not permitted, and employees may not receive compensation under multiple pay categories for the same hours worked.