



CHARLESTON CHARTER School *for* Math + Science

1002 King Street Charleston, SC 29403 • 843.720.3085 • www.charlestonmathscience.org

Board of Directors Meeting Minutes* **August 23, 2018, 6:00 p.m.** **Room 106, CCSMS, 1002 King Street, Charleston**

Present: Charles Bevers (Treasurer), Russ Campbell (Vice Chair), Mary Carmichael (Executive Principal), Susannah Elliot (Friends of CCSMS President), Tyeka Grant, Delores Gray, Michael Horner, David Neff, Michael Porter (High School Faculty Representative), Ashley Redmond (Secretary), and David Wolf (Chair)

1. The meeting was called to order at 6:03 p.m.
2. Chair David Wolf declared a quorum was present, gave a welcome and lead attendees in the Pledge of Allegiance.
3. The Mission Statement was read by Tyeka Grant.
4. David Wolf invested Tyeka Grant as a 2018-2020 Director.
5. Russ Campbell moved to adopt the Agenda. It was seconded by Chuck Bevers. The motion passed with a unanimous vote of Yes-6, No-0 and Abstain-0.
6. Chuck Bevers moved to adopt the Minutes from the July 16 Meeting. The motion was seconded by Michael Horner. The motion passed with a unanimous vote of Yes-7, No-0 and Abstain-0.
7. Public Comment. Regina Keene spoke to encourage participation /attendance at football games this fall.
8. Mary Carmichael presented to FY19 (July) Financial Report. Russ Campbell made a motion to approve the report and Chuck Bevers seconded the motion. The motion passed with a unanimous vote of Yes-8, No-0 and Abstain-0.

* In accordance with S.C. Code Ann. § 30-4-80(E), notice of the time, date, place and agenda for this Regular Meeting of the Board of Directors was provided to the Charleston County School District's Charter School Liaison and reporters from the Post and Courier, pursuant to their prior request for such information.

These are draft minutes and will only become official minutes of the CCSMS Board of Directors once they have been adopted by the affirmative vote of a majority of the Board of Directors at the next Regularly Scheduled Meeting, so are subject to revision at any time until adopted.



CHARLESTON CHARTER School *for* Math + Science

9. Mary Carmichael presented the current enrollment of 560 students. Students will be attending a NASA expo on August 29, 2018 and "Meet the Teacher Night" is on August 30, 2018 and encouraged everyone to come out and meet the faculty. Mrs. Carmichael provided additional updates on maintenance issues, including the gym floor.
10. Chuck Bevers made a motion at 6:38 p.m. to enter Executive Session. The motion was seconded by Russ Campbell. The motion passed with a unanimous vote of Yes-8, No-0 and Abstain-0. Chair, David Wolf announced that we were in Executive Session to discuss Contractual, Employee and Student Matters.

Chuck Bevers made a motion at 7:06 p.m. to exit from Executive Session. The motion was seconded by Delores Gray. The motion passed with a unanimous vote of Yes-8, No-0 and Abstain-0. Chair, David Wolf announced that we were no longer in Executive Session and while in Executive Session, no votes took place.
11. Chuck Bevers moved that the CCSMS adopt the same Administrative Pay Matrix as CCSD (attached below) and Ashley Redmond seconded the motion. The motion passed with a unanimous vote of Yes-8, No-0 and Abstain-0.
12. Russ Campbell made a motion to adjourn at 7:11 p.m. It was seconded by Chuck Bevers. The motion passed with a unanimous vote of Yes-8, No-0 and Abstain-0.

Respectfully submitted,
Ashley Redmond - Secretary



CHARLESTON CHARTER *School for Math + Science*

Board of Directors Meeting Agenda

August 23, 2018 6pm

Auditorium, CCSMS, 1002 King Street, Charleston

The mission of the Charleston Charter School for Math and Science is to educate students for success in college and careers by providing an innovative learning environment that is academically excellent, developmentally responsive and socially equitable.

- | | | |
|--|--------|-----------------|
| 1. Call to Order | | Chair |
| 2. Welcome/Pledge of Allegiance | | Member |
| 3. Reading of Mission Statement | | Member |
| 4. Swearing in of New Member – Ms. Grant | | Chair |
| 5. Adoption of Agenda | Action | Chair |
| 6. Approval of Minutes | Action | Chair |
| 7. Public Comment | | Chair |
| 8. Financial Report | | |
| a. FY 19 July | Action | KM Consulting |
| 9. Executive Principal's Report | | Mary Carmichael |
| 10. Executive Session | | Chair |
| a. Employment Matters | | |
| b. Student Matters – Policies | | |
| 11. Action Items from Executive Session | | |
| a. Employment Matters | Action | Chair |
| 12. Action Items | | Chair |
| 13. Adjourn | | |



CHARLESTON CHARTER School *for* Math + Science

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Board of Directors Annual Meeting Minutes* **July 16, 2018, 6:00 p.m.** **Room 106, CCSMS, 1002 King Street, Charleston**

Present: Charles Bevers (Treasurer), Russ Campbell (Vice Chair), Mary Carmichael (Executive Principal) - by telephone, Susannah Elliot (Friends of CCSMS President), Tyeka Grant, Delores Gray, Michael Horner, David Neff, Ashley Redmond (Secretary), Cassie Watson, and David Wolf (Chair)

Guests Present – Melissa Frasier (Administration), Jenny Holland (KM Consulting)

1. The meeting was called to order at 6:01 p.m.
2. Chair David Wolf declared a quorum was present, gave a welcome and lead attendees in the Pledge of Allegiance.
3. The Mission Statement was read by Susannah Elliot.
4. Russ Campbell invested the 2018-2020 Directors (Chuck Bevers, David Neff, Ashley Redmond and David Wolf).
5. Cassie Watson moved to adopt the Agenda. It was seconded by Chuck Bevers. The motion passed with a unanimous vote of Yes-8, No-0 and Abstain-0.
6. Michael Horner moved to adopt the Minutes from the June 11 Meeting. The motion was seconded by Cassie Watson. The motion passed with a unanimous vote of Yes-8, No-0 and Abstain-0.
7. Public Comment. There were no guests present requesting to make a public comment.
8. Election of Officers:

* In accordance with S.C. Code Ann. § 30-4-80(E), notice of the time, date, place and agenda for this Regular Meeting of the Board of Directors was provided to the Charleston County School District's Charter School Liaison and reporters from the Post and Courier, pursuant to their prior request for such information.

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CHARLESTON CHARTER School for Math + Science

Chair: David Wolf was nominated by Michael Horner, seconded by Deloris Gray
Nomination carried with a vote of Yes-8, No-0 and Abstain-1 (Wolf)

Vice Chair: Russ Campbell was nominated by David Wolf, seconded by Cassie Watson
Nomination carried with a vote of Yes-8, No-0 and Abstain-1 (Campbell)

Secretary: Delores Gray nominated Ashley Redmond, seconded by Chuck Bevers
Nomination carried with a vote of Yes-8, No-0 and Abstain-1 (Redmond)

Treasurer: David Wolf nominated Chuck Bevers, seconded by Michael Horner
Nomination carried with a vote of Yes-8, No-0 and Abstain-1 (Bevers)

9. Chair David Wolf moved that the Board appoint Michele McCutchen the community member for the Disciplinary Review Committee and it was seconded by Chuck Bevers. The motion passed with a unanimous vote of Yes- 9, No-0 and Abstain-0.
10. Jenny Holland presented to FY18 (June) Financial Report. Chuck Bevers made a motion to approve the report and Russ Campbell seconded the motion. The motion passed with a unanimous vote of Yes-9, No-0 and Abstain-0.

Budget Adjustments – None were presented.

11. Melissa Frasier, Kelly Federigos presented the Executive Principal's Report with the assistance Mary Carmichael via telephone. Included in the report were an update on the accreditation process, which has been approved for 5 years, a review of remaining vacancies and three key hires, current enrollment figures, the ongoing administrative restructuring and a status report on the HVAC system.
12. Chuck Bevers made a motion at 6:20 p.m. to enter Executive Session. The motion was seconded by Ashley Redmond. The motion passed with a unanimous vote of Yes-9, No-0 and Abstain-0. Chair, David Wolf announced that we were in Executive Session to discuss Contractual, Employee and Student Matters.

Deloris Gray made a motion at 7:05 p.m. to exit from Executive Session. The motion was seconded by Chuck Bevers. The motion passed with a unanimous vote of Yes-9, No-0 and Abstain-0. Chair, David Wolf announced that we were no longer in Executive Session and while in Executive Session, no votes took place.



CHARLESTON CHARTER School *for* Math + Science

13. Chuck Bevers moved that the CCSMS Pay Scales be updated to reflect the salaries reflected on the attachment circulated (attached below) and Cassie Watson seconded the motion. The motion passed with a unanimous vote of Yes-9, No-0 and Abstain-0.

The Policy matter regarding Early Graduation and Class Rank were tabled until the next meeting.

12. Cassie Watson made a motion to adjourn at 7:18 p.m. It was seconded by Delores Gray. The motion passed with a unanimous vote of Yes-9, No-0 and Abstain-0.

Respectfully submitted,
Ashley Redmond - Secretary

Charleston Charter School for Math & Science
Statement of Revenues and Expenses vs Budget
As of July 31, 2018

	Month Ending 07/31/2018 Actual	Year To Date 07/31/2018 Actual	Year Ending 06/30/2019 FY2019	Year To Date 07/31/2018 Remaining Budget	Target 07/31/2018 Remaining
Revenues					
Dividends on Investments	168	168	700	532	76 %
Athletics Revenue	0	0	30,000	30,000	100 %
Afternoon Academy Funds	0	0	10,000	10,000	100 %
Pupil Activity Income	0	0	45,000	45,000	100 %
Field Trips	0	0	2,500	2,500	100 %
Contributions & Donations Income	500	500	3,500	3,000	86 %
MUSC Wellness Grant	0	0	250	250	100 %
Speedwell Grant	0	0	15,000	15,000	100 %
Teacher Supplies Grant	0	0	11,825	11,825	100 %
EFA Revenues	456,556	456,556	5,507,459	5,050,903	92 %
EIA Revenues	0	0	275,955	275,955	100 %
IDEA Revenues	0	0	97,700	97,700	100 %
Total Revenues	457,224	457,224	5,999,889	5,542,665	92 %

Expenditures

Athletic Program Expenditures					
6110 - Regular Salary	\$ 0	\$ 0	\$ 10,000	\$ 10,000	100 %
6116 - Salary Coaches Stipends	0	0	20,000	20,000	100 %
6220 - Employee Retirement	0	0	1,906	1,906	100 %
6230 - Social Security	0	0	765	765	100 %
6325 - Rentals	0	0	6,000	6,000	100 %
6329 - Other Property Services	125	125	1,500	1,375	92 %
6331 - Student Transportation & Travel	0	0	7,500	7,500	100 %
6411 - Athletic Uniforms & Supplies	570	570	12,000	11,430	95 %
6540 - Equipment	0	0	16,500	16,500	100 %
6640 - Registration, Dues & Fees	1,812	1,812	4,100	2,288	56 %
6650 - Liability Insurance	0	0	5,000	5,000	100 %
6661 - Coaching Stipends	0	0	38,000	38,000	100 %
6662 - Athletic Trainer	4,000	4,000	4,120	120	3 %
6663 - Stipends for Officials	0	0	11,190	11,190	100 %
6664 - Athletic Awards	0	0	1,000	1,000	100 %
6665 - Coach Certification/PD	0	0	2,000	2,000	100 %
6667 - Game Security & Personnel	0	0	6,000	6,000	100 %
Total Athletic Program Expenditures	\$ 6,507	\$ 6,507	\$ 147,581	\$ 141,074	96 %

Graduation Program Expenditures

Charleston Charter School for Math & Science
Statement of Revenues and Expenses vs Budget
As of July 31, 2018

	Month Ending 07/31/2018	Year To Date 07/31/2018	Year Ending 06/30/2019	Year To Date 07/31/2018	Target 07/31/2018
	Actual	Actual	FY2019	Remaining Budget	Remaining
6490 - Graduation Program	\$ 0	\$ 0	\$ 10,000	\$ 10,000	100 %
Total Graduation Program Expenditures	\$ 0	\$ 0	\$ 10,000	\$ 10,000	100 %
Instructional Expenditures					
6110 - Regular Salary	\$ 100,784	\$ 100,784	\$ 1,805,383	\$ 1,704,599	94 %
6210 - Group Health & Life Insurance	15,289	15,289	163,776	148,487	91 %
6220 - Employee Retirement	21,066	21,066	344,106	323,040	94 %
6230 - Social Security	10,058	10,058	138,112	128,054	93 %
6260 - Unemployment Compensation Tax	76	76	7,585	7,509	99 %
6270 - Worker's Compensation Tax	0	0	24,816	24,816	100 %
6311 - Instructional Services	0	0	47,000	47,000	100 %
6410 - Supplies	4,957	4,957	110,000	105,043	95 %
6420 - Textbooks	0	0	2,000	2,000	100 %
6445 - Hardware, Software & Licenses	0	0	55,000	55,000	100 %
6487 - Teacher Supply Stipends	0	0	12,000	12,000	100 %
6540 - Equipment	5,678	5,678	55,000	49,322	90 %
6545 - Technology Equipment and Software	55,640	55,640	65,000	9,360	14 %
Total Instructional Expenditures	\$ 213,548	\$ 213,548	\$ 2,829,778	\$ 2,616,230	92 %
Instruction Expenditures Special Programs					
6110 - Regular Salary	\$ 15,352	\$ 15,352	\$ 309,458	\$ 294,106	95 %
6210 - Group Health & Life Insurance	676	676	16,470	15,794	96 %
6220 - Employee Retirement	2,599	2,599	58,983	56,384	96 %
6230 - Social Security	1,157	1,157	23,674	22,517	95 %
6260 - Unemployment Compensation Tax	0	0	1,084	1,084	100 %
6311 - Instructional Services	280	280	36,000	35,720	99 %
6410 - Supplies	4	4	5,000	4,996	100 %
6445 - Hardware, Software & Licenses	0	0	2,000	2,000	100 %
6545 - Technology Equipment and Software	0	0	3,500	3,500	100 %
Total Instruction Expenditures Special Programs	\$ 20,068	\$ 20,068	\$ 456,169	\$ 436,101	96 %
Support Services Guidance					
6110 - Regular Salary	\$ 16,713	\$ 16,713	\$ 195,533	\$ 178,820	91 %
6210 - Group Health & Life Insurance	1,331	1,331	20,694	19,363	94 %
6220 - Employee Retirement	2,274	2,274	37,269	34,995	94 %
6230 - Social Security	1,200	1,200	14,958	13,758	92 %
6260 - Unemployment Compensation Tax	73	73	542	469	86 %
6410 - Supplies	0	0	1,200	1,200	100 %
Total Support Services Guidance	\$ 21,591	\$ 21,591	\$ 270,196	\$ 248,605	92 %

Charleston Charter School for Math & Science
Statement of Revenues and Expenses vs Budget
As of July 31, 2018

	Month Ending 07/31/2018 Actual	Year To Date 07/31/2018 Actual	Year Ending 06/30/2019 FY2019	Year To Date 07/31/2018 Remaining Budget	Target 07/31/2018 Remaining
Support Services Nurse					
6110 - Regular Salary	\$ 4,605	\$ 4,605	\$ 58,000	\$ 53,396	92 %
6210 - Group Health & Life Insurance	388	388	4,685	4,296	92 %
6220 - Employee Retirement	949	949	11,055	10,106	91 %
6230 - Social Security	329	329	4,437	4,108	93 %
6260 - Unemployment Compensation Tax	0	0	181	181	100 %
6311 - Instructional Services	0	0	1,300	1,300	100 %
6410 - Supplies	32	32	2,500	2,468	99 %
Total Support Services Nurse	\$ 6,303	\$ 6,303	\$ 82,158	\$ 75,855	92 %
Support Services Psychological					
6313 - Student Services	\$ 975	\$ 975	\$ 15,000	\$ 14,025	94 %
Total Support Services Psychological	\$ 975	\$ 975	\$ 15,000	\$ 14,025	94 %
Support Services College Consulting (Hundall)					
6399 - College Consultant (Hundall)	\$ 2,334	\$ 2,334	\$ 28,000	\$ 25,666	92 %
Total Support Services College Consulting (Hundall)	\$ 2,334	\$ 2,334	\$ 28,000	\$ 25,666	92 %
Support Services Professional Development					
6312 - Professional Development	\$ 13,873	\$ 13,873	\$ 40,000	\$ 26,127	65 %
Total Support Services Professional Development	\$ 13,873	\$ 13,873	\$ 40,000	\$ 26,127	65 %
Support Services Board					
6318 - Audit Services	\$ 0	\$ 0	\$ 14,000	\$ 14,000	100 %
6319 - Legal Services	0	0	3,000	3,000	100 %
6410 - Supplies	0	0	1,500	1,500	100 %
6640 - Registration, Dues & Fees	70	70	4,300	4,230	98 %
6650 - Liability Insurance	9,105	9,105	32,000	22,895	72 %
Total Support Services Board	\$ 9,175	\$ 9,175	\$ 54,800	\$ 45,625	83 %
Support Services Administration					
6111 - Principal / Assistant Princi	\$ 22,960	\$ 22,960	\$ 276,784	\$ 253,824	92 %
6115 - Teacher Assistant/Clerical Salary	12,485	12,485	187,184	174,699	93 %
6210 - Group Health & Life Insurance	2,289	2,289	36,916	34,627	94 %
6220 - Employee Retirement	7,306	7,306	88,432	81,126	92 %
6230 - Social Security	2,647	2,647	35,494	32,847	93 %
6260 - Unemployment Compensation Tax	39	39	1,445	1,406	97 %
6315 - Administrative Support Svcs	1,717	1,717	2,000	283	14 %

Charleston Charter School for Math & Science
Statement of Revenues and Expenses vs Budget
As of July 31, 2018

	Month Ending 07/31/2018	Year To Date 07/31/2018	Year Ending 06/30/2019	Year To Date 07/31/2018	Target 07/31/2018
	Actual	Actual	FY2019	Remaining Budget	Remaining
6332 - Travel	619	619	10,000	9,381	94 %
6410 - Supplies	2,023	2,023	50,000	47,977	96 %
6540 - Equipment	453	453	3,000	2,547	85 %
6545 - Technology Equipment and Software	1,896	1,896	3,000	1,104	37 %
Total Support Services Administration	\$ 54,434	\$ 54,434	\$ 694,255	\$ 639,821	92 %
Support Services Fiscal Services					
6315 - Administrative Support Svcs	\$ 3,750	\$ 3,750	\$ 45,000	\$ 41,250	92 %
6690 - Other Objects	72	72	3,000	2,928	98 %
Total Support Services Fiscal Services	\$ 3,822	\$ 3,822	\$ 48,000	\$ 44,178	92 %
Support Services Operations/Maint					
6321 - Public Utility Services (Excl energy)	\$ 0	\$ 0	\$ 20,000	\$ 20,000	100 %
6322 - Cleaning Services	11,646	11,646	130,000	118,354	91 %
6323 - Repairs & Maintenance Servic	36,180	36,180	150,000	113,820	76 %
6324 - Property Insurance	0	0	5,300	5,300	100 %
6329 - Other Property Services	1,907	1,907	14,000	12,093	86 %
6340 - Communication	178	178	6,600	6,422	97 %
6410 - Supplies	0	0	30,000	30,000	100 %
6470 - Energy (Electric, Gas, and Other Heating Fuels)	17,009	17,009	225,000	207,991	92 %
Total Support Services Operations/Maint	\$ 66,920	\$ 66,920	\$ 580,900	\$ 513,980	88 %
Support Services Transportation					
6331 - Student Transportation & Travel	\$ 0	\$ 0	\$ 415,000	\$ 415,000	100 %
Total Support Services Transportation	\$ 0	\$ 0	\$ 415,000	\$ 415,000	100 %
Support Services Marketing					
6350 - Advertising	\$ 200	\$ 200	\$ 8,000	\$ 7,800	98 %
Total Support Services Marketing	\$ 200	\$ 200	\$ 8,000	\$ 7,800	98 %
Support Services Technology					
6110 - Regular Salary	\$ 0	\$ 0	\$ 65,000	\$ 65,000	100 %
6210 - Group Health & Life Insurance	0	0	4,685	4,685	100 %
6220 - Employee Retirement	0	0	12,389	12,389	100 %
6230 - Social Security	0	0	4,973	4,973	100 %
6260 - Unemployment Compensation Tax	0	0	181	181	100 %
6345 - Technology	600	600	20,000	19,400	97 %
6445 - Hardware, Software & Licenses	1,744	1,744	10,000	8,256	83 %
6545 - Technology Equipment and Software	0	0	3,000	3,000	100 %

Charleston Charter School for Math & Science
Statement of Revenues and Expenses vs Budget
As of July 31, 2018

	Month Ending 07/31/2018 <u>Actual</u>	Year To Date 07/31/2018 <u>Actual</u>	Year Ending 06/30/2019 <u>FY2019</u>	Year To Date 07/31/2018 <u>Remaining Budget</u>	Target 07/31/2018 <u>Remaining</u>
Total Support Services Technology	\$ 2,344	\$ 2,344	\$ 120,228	\$ 117,884	98 %
Support Services Security					
6110 - Regular Salary	\$ 0	\$ 0	\$ 37,000	\$ 37,000	100 %
6230 - Social Security	0	0	2,831	2,831	100 %
6260 - Unemployment Compensation Tax	0	0	181	181	100 %
6329 - Other Property Services	491	491	8,000	7,509	94 %
Total Support Services Security	\$ 491	\$ 491	\$ 48,012	\$ 47,521	99 %
Afternoon Academy					
6110 - Regular Salary	0	0	25,000	25,000	100 %
6220 - Employee Retirement	0	0	4,765	4,765	100 %
6230 - Social Security	0	0	1,913	1,913	100 %
Total Afternoon Academy	0	0	31,678	31,678	100 %
Pupil Activity					
6657 - Clubs	\$ 0	\$ 0	\$ 3,000	\$ 3,000	100 %
6658 - Field Trips - Middle School	0	0	5,000	5,000	100 %
6659 - Field Trips - High School	0	0	5,000	5,000	100 %
6660 - Pupil Activity	5	5	20,000	19,995	100 %
Total Pupil Activity	\$ 5	\$ 5	\$ 33,000	\$ 32,995	100 %
Stipends					
6110 - Regular Salary	\$ 0	\$ 0	\$ 30,000	\$ 30,000	100 %
6220 - Employee Retirement	0	0	5,718	5,718	100 %
6230 - Social Security	0	0	2,295	2,295	100 %
Total Stipends	\$ 0	\$ 0	\$ 38,013	\$ 38,013	100 %
Awaiting Admin. Classification					
6999 - Awaiting Admin Classification	\$ (6,042)	\$ (6,042)	\$ 0	\$ 6,042	0 %
Total Awaiting Admin Classification	\$ (6,042)	\$ (6,042)	\$ 0	\$ 6,042	0 %
Total Expenditures	\$ 416,548	\$ 416,548	\$ 5,950,768	\$ 5,534,220	93 %
Net Income / (Deficit)	\$ 40,676	\$ 40,676	\$ 49,121	\$ 8,445	17 %

Charleston Charter School for Math & Science

Balance Sheet - Modified Accrual

07/01/2018 Through 07/31/2018

Assets

Current Assets

Cash and Cash Equivalents

SOUT4975 OP Cash	438,487.30
SOUT1777 SW	515,951.94
SOUT0798 CK Cash	1,012.95
Petty Cash	300.00

Total Cash and Cash Equivalents	955,752.19
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Prepaid Items and Deposits

Prepaid Expense	50,900.00
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Total Prepaid Items and Deposits	50,900.00
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Total Current Assets

1,006,652.19

Total Assets

1,006,652.19

Liabilities and Fund Balance

Liabilities

Current Liabilities

151,283.31

Total Liabilities

151,283.31

Fund Balance

Net Income	40,676.30
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Fund Equity	814,692.58
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Total Fund Balance	855,368.88
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Total Liabilities and Fund Balance

1,006,652.19

Internally Prepared

UNAUDITED

For Management Use Only

CHARLESTON COUNTY SCHOOL DISTRICT

FY19 Salary Schedule - 240 Days

	STEP														
DBM	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
A11	\$17,011.20	\$17,414.40	\$17,817.60	\$18,220.80	\$18,624.00	\$19,027.20	\$19,411.20	\$19,833.60	\$20,217.60	\$20,640.00	\$21,024.00	\$21,427.20	\$21,830.40	\$22,233.60	\$22,636.80
A12	\$20,006.40	\$20,486.40	\$20,928.00	\$21,408.00	\$21,868.80	\$22,348.80	\$22,828.80	\$23,289.60	\$23,769.60	\$24,249.60	\$24,710.40	\$25,190.40	\$25,651.20	\$26,131.20	\$26,611.20
A13	\$22,982.40	\$23,520.00	\$24,057.60	\$24,595.20	\$25,152.00	\$25,689.60	\$26,227.20	\$26,764.80	\$27,302.40	\$27,840.00	\$28,396.80	\$28,953.60	\$29,491.20	\$30,028.80	\$30,566.40
B21	\$25,977.60	\$26,572.80	\$27,187.20	\$27,782.40	\$28,416.00	\$29,030.40	\$29,644.80	\$30,240.00	\$30,873.60	\$31,488.00	\$32,102.40	\$32,697.60	\$33,312.00	\$33,926.40	\$34,560.00
B22	\$28,972.80	\$29,625.60	\$30,297.60	\$30,988.80	\$31,660.80	\$32,332.80	\$33,043.20	\$33,734.40	\$34,406.40	\$35,097.60	\$35,788.80	\$36,460.80	\$37,132.80	\$37,824.00	\$38,515.20
B23	\$31,948.80	\$32,678.40	\$33,408.00	\$34,176.00	\$34,944.00	\$35,673.60	\$36,422.40	\$37,190.40	\$37,958.40	\$38,707.20	\$39,456.00	\$40,204.80	\$40,953.60	\$41,721.60	\$42,470.40
B24	\$35,673.60	\$36,499.20	\$37,324.80	\$38,169.60	\$39,014.40	\$39,878.40	\$40,723.20	\$41,548.80	\$42,374.40	\$43,238.40	\$44,064.00	\$44,908.80	\$45,753.60	\$46,617.60	\$47,443.20
B31	\$35,673.60	\$36,499.20	\$37,324.80	\$38,169.60	\$39,014.40	\$39,878.40	\$40,723.20	\$41,548.80	\$42,374.40	\$43,238.40	\$44,064.00	\$44,908.80	\$45,753.60	\$46,617.60	\$47,443.20
B25	\$40,147.20	\$41,068.80	\$42,028.80	\$42,969.60	\$43,929.60	\$44,851.20	\$45,811.20	\$46,771.20	\$47,712.00	\$48,672.00	\$49,612.80	\$50,553.60	\$51,513.60	\$52,473.60	\$53,376.00
B32	\$40,147.20	\$41,068.80	\$42,028.80	\$42,969.60	\$43,929.60	\$44,851.20	\$45,811.20	\$46,771.20	\$47,712.00	\$48,672.00	\$49,612.80	\$50,553.60	\$51,513.60	\$52,473.60	\$53,376.00
C41	\$44,524.80	\$45,561.60	\$46,598.40	\$47,654.40	\$48,691.20	\$49,747.20	\$50,803.20	\$51,840.00	\$52,896.00	\$53,932.80	\$54,988.80	\$56,044.80	\$57,081.60	\$58,137.60	\$59,174.40
C42	\$46,867.20	\$47,942.40	\$49,036.80	\$50,150.40	\$51,244.80	\$52,358.40	\$53,491.20	\$54,585.60	\$55,699.20	\$56,793.60	\$57,907.20	\$59,001.60	\$60,096.00	\$61,209.60	\$62,323.20
C43	\$49,862.40	\$50,995.20	\$52,166.40	\$53,337.60	\$54,528.00	\$55,718.40	\$56,870.40	\$58,041.60	\$59,212.80	\$60,403.20	\$61,593.60	\$62,745.60	\$63,936.00	\$65,088.00	\$66,297.60
C44	\$53,606.40	\$54,816.00	\$56,064.00	\$57,331.20	\$58,617.60	\$59,865.60	\$61,132.80	\$62,400.00	\$63,667.20	\$64,934.40	\$66,201.60	\$67,468.80	\$68,736.00	\$69,984.00	\$71,270.40
C51	\$53,606.40	\$54,816.00	\$56,064.00	\$57,331.20	\$58,617.60	\$59,865.60	\$61,132.80	\$62,400.00	\$63,667.20	\$64,934.40	\$66,201.60	\$67,468.80	\$68,736.00	\$69,984.00	\$71,270.40
C45	\$58,041.60	\$59,385.60	\$60,768.00	\$62,112.00	\$63,513.60	\$64,876.80	\$66,240.00	\$67,622.40	\$68,966.40	\$70,348.80	\$71,731.20	\$73,094.40	\$74,476.80	\$75,840.00	\$77,203.20
C52	\$58,041.60	\$59,385.60	\$60,768.00	\$62,112.00	\$63,513.60	\$64,876.80	\$66,240.00	\$67,622.40	\$68,966.40	\$70,348.80	\$71,731.20	\$73,094.40	\$74,476.80	\$75,840.00	\$77,203.20
D61	\$61,804.80	\$63,225.60	\$64,665.60	\$66,124.80	\$67,584.00	\$69,043.20	\$70,521.60	\$71,980.80	\$73,440.00	\$74,880.00	\$76,339.20	\$77,798.40	\$79,238.40	\$80,697.60	\$82,176.00
D62	\$64,780.80	\$66,259.20	\$67,795.20	\$69,312.00	\$70,848.00	\$72,364.80	\$73,900.80	\$75,436.80	\$76,972.80	\$78,489.60	\$80,025.60	\$81,542.40	\$83,078.40	\$84,595.20	\$86,131.20
D63	\$67,756.80	\$69,312.00	\$70,905.60	\$72,518.40	\$74,112.00	\$75,705.60	\$77,299.20	\$78,931.20	\$80,524.80	\$82,118.40	\$83,731.20	\$85,305.60	\$86,899.20	\$88,492.80	\$90,086.40
D64	\$71,500.80	\$73,132.80	\$74,822.40	\$76,512.00	\$78,201.60	\$79,891.20	\$81,561.60	\$83,251.20	\$84,940.80	\$86,630.40	\$88,320.00	\$89,990.40	\$91,699.20	\$93,388.80	\$95,059.20
D71	\$71,500.80	\$73,132.80	\$74,822.40	\$76,512.00	\$78,201.60	\$79,891.20	\$81,561.60	\$83,251.20	\$84,940.80	\$86,630.40	\$88,320.00	\$89,990.40	\$91,699.20	\$93,388.80	\$95,059.20
D65	\$75,974.40	\$77,702.40	\$79,507.20	\$81,292.80	\$83,078.40	\$84,883.20	\$86,688.00	\$88,473.60	\$90,259.20	\$92,064.00	\$93,868.80	\$95,654.40	\$97,459.20	\$99,225.60	\$101,011.20
D72	\$75,974.40	\$77,702.40	\$79,507.20	\$81,292.80	\$83,078.40	\$84,883.20	\$86,688.00	\$88,473.60	\$90,259.20	\$92,064.00	\$93,868.80	\$95,654.40	\$97,459.20	\$99,225.60	\$101,011.20
E81	\$79,699.20	\$81,523.20	\$83,424.00	\$85,286.40	\$87,168.00	\$89,068.80	\$90,931.20	\$92,832.00	\$94,694.40	\$96,595.20	\$98,496.00	\$100,320.00	\$102,220.80	\$104,083.20	\$105,984.00
E82	\$82,675.20	\$84,576.00	\$86,534.40	\$88,473.60	\$90,432.00	\$92,390.40	\$94,329.60	\$96,268.80	\$98,227.20	\$100,185.60	\$102,144.00	\$104,083.20	\$106,041.60	\$107,980.80	\$109,958.40
E83	\$85,689.60	\$87,648.00	\$89,664.00	\$91,680.00	\$93,715.20	\$95,731.20	\$97,766.40	\$99,763.20	\$101,779.20	\$103,814.40	\$105,830.40	\$107,865.60	\$109,881.60	\$111,878.40	\$113,913.60
E91	\$89,414.40	\$91,468.80	\$93,580.80	\$95,673.60	\$97,785.60	\$99,897.60	\$101,990.40	\$104,102.40	\$106,214.40	\$108,326.40	\$110,457.60	\$112,569.60	\$114,662.40	\$116,774.40	\$118,867.20
E92	\$93,888.00	\$96,038.40	\$98,227.20	\$100,473.60	\$102,681.60	\$104,889.60	\$107,116.80	\$109,324.80	\$111,552.00	\$113,760.00	\$115,968.00	\$118,195.20	\$120,403.20	\$122,630.40	\$124,857.60
F101	\$97,632.00	\$99,859.20	\$102,144.00	\$104,467.20	\$106,771.20	\$109,056.00	\$111,379.20	\$113,683.20	\$115,968.00	\$118,272.00	\$120,595.20	\$122,899.20	\$125,184.00	\$127,507.20	\$129,811.20
F102	\$100,608.00	\$102,892.80	\$105,273.60	\$107,654.40	\$110,016.00	\$112,416.00	\$114,777.60	\$117,158.40	\$119,539.20	\$121,920.00	\$124,262.40	\$126,643.20	\$129,024.00	\$131,404.80	\$133,766.40
F103	\$103,584.00	\$105,945.60	\$108,422.40	\$110,841.60	\$113,299.20	\$115,718.40	\$118,176.00	\$120,614.40	\$123,072.00	\$125,510.40	\$127,968.00	\$130,406.40	\$132,844.80	\$135,264.00	\$137,740.80
F111	\$107,308.80	\$109,766.40	\$112,300.80	\$114,835.20	\$117,369.60	\$119,884.80	\$122,438.40	\$124,992.00	\$127,507.20	\$130,041.60	\$132,576.00	\$135,110.40	\$137,644.80	\$140,160.00	\$142,713.60
F112	\$111,782.40	\$114,336.00	\$116,985.60	\$119,616.00	\$122,265.60	\$124,915.20	\$127,545.60	\$130,176.00	\$132,844.80	\$135,456.00	\$138,105.60	\$140,736.00	\$143,385.60	\$146,016.00	\$148,665.60
BACH	\$47,251.20	\$48,326.40	\$49,420.80	\$50,496.00	\$51,590.40	\$52,684.80	\$53,760.00	\$54,854.40	\$55,948.80	\$57,043.20	\$58,137.60	\$59,212.80	\$60,288.00	\$61,382.40	\$62,572.80
BC18	\$49,977.60	\$51,129.60	\$52,281.60	\$53,433.60	\$54,604.80	\$55,756.80	\$56,908.80	\$58,060.80	\$59,212.80	\$60,384.00	\$61,516.80	\$62,649.60	\$63,820.80	\$64,972.80	\$66,240.00
MSTR	\$53,164.80	\$54,393.60	\$55,603.20	\$56,851.20	\$58,080.00	\$59,289.60	\$60,518.40	\$61,747.20	\$62,976.00	\$64,204.80	\$65,414.40	\$66,662.40	\$67,872.00	\$69,120.00	\$70,444.80
MS30	\$57,139.20	\$58,464.00	\$59,769.60	\$61,113.60	\$62,419.20	\$63,724.80	\$65,049.60	\$66,374.40	\$67,699.20	\$69,024.00	\$70,348.80	\$71,654.40	\$72,960.00	\$74,304.00	\$75,724.80
DCTR	\$61,900.80	\$63,360.00	\$64,761.60	\$66,220.80	\$67,641.60	\$69,062.40	\$70,502.40	\$71,904.00	\$73,344.00	\$74,784.00	\$76,204.80	\$77,644.80	\$79,065.60	\$80,486.40	\$82,041.60
BUS	\$23,731.20	\$24,268.80	\$24,825.60	\$25,382.40	\$25,977.60	\$26,534.40	\$27,091.20	\$27,648.00	\$28,185.60	\$28,742.40	\$29,318.40	\$29,894.40	\$30,432.00	\$31,008.00	\$31,564.80

Includes one step and the 1st year of a proposed 3 year phase-in to increase the entire 190 day teacher schedule resulting in a \$40k salary for a Bachelor's, step 0 teacher (future schedules require Board approval). Includes one step and a 2% COLA for non-teachers.

CHARLESTON COUNTY SCHOOL DISTRICT

FY19 Salary Schedule - 240 Days

	STEP															
DBM	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
A11	\$23,078.40	\$23,520.00	\$23,923.20	\$24,384.00	\$24,806.40	\$25,248.00	\$25,689.60	\$26,112.00	\$26,553.60	\$26,995.20	\$27,417.60	\$27,840.00	\$27,840.00	\$27,840.00	\$27,840.00	\$27,840.00
A12	\$27,110.40	\$27,628.80	\$28,147.20	\$28,646.40	\$29,164.80	\$29,664.00	\$30,182.40	\$30,700.80	\$31,200.00	\$31,699.20	\$32,236.80	\$32,736.00	\$32,736.00	\$32,736.00	\$32,736.00	\$32,736.00
A13	\$31,161.60	\$31,737.60	\$32,332.80	\$32,928.00	\$33,504.00	\$34,099.20	\$34,675.20	\$35,270.40	\$35,865.60	\$36,422.40	\$37,017.60	\$37,632.00	\$37,632.00	\$37,632.00	\$37,632.00	\$37,632.00
B21	\$35,212.80	\$35,884.80	\$36,537.60	\$37,190.40	\$37,862.40	\$38,534.40	\$39,187.20	\$39,878.40	\$40,531.20	\$41,184.00	\$41,856.00	\$42,508.80	\$42,508.80	\$42,508.80	\$42,508.80	\$42,508.80
B22	\$39,244.80	\$39,993.60	\$40,742.40	\$41,472.00	\$42,201.60	\$42,950.40	\$43,699.20	\$44,409.60	\$45,158.40	\$45,907.20	\$46,656.00	\$47,385.60	\$47,385.60	\$47,385.60	\$47,385.60	\$47,385.60
B23	\$43,276.80	\$44,102.40	\$44,928.00	\$45,753.60	\$46,579.20	\$47,347.20	\$48,172.80	\$48,998.40	\$49,824.00	\$50,649.60	\$51,475.20	\$52,262.40	\$52,262.40	\$52,262.40	\$52,262.40	\$52,262.40
B24	\$48,345.60	\$49,248.00	\$50,169.60	\$51,072.00	\$51,993.60	\$52,915.20	\$53,836.80	\$54,758.40	\$55,660.80	\$56,563.20	\$57,484.80	\$58,387.20	\$58,387.20	\$58,387.20	\$58,387.20	\$58,387.20
B31	\$48,345.60	\$49,248.00	\$50,169.60	\$51,072.00	\$51,993.60	\$52,915.20	\$53,836.80	\$54,758.40	\$55,660.80	\$56,563.20	\$57,484.80	\$58,387.20	\$58,387.20	\$58,387.20	\$58,387.20	\$58,387.20
B25	\$54,412.80	\$55,468.80	\$56,505.60	\$57,504.00	\$58,540.80	\$59,577.60	\$60,595.20	\$61,612.80	\$62,649.60	\$63,667.20	\$64,684.80	\$65,721.60	\$65,721.60	\$65,721.60	\$65,721.60	\$65,721.60
B32	\$54,412.80	\$55,468.80	\$56,505.60	\$57,504.00	\$58,540.80	\$59,577.60	\$60,595.20	\$61,612.80	\$62,649.60	\$63,667.20	\$64,684.80	\$65,721.60	\$65,721.60	\$65,721.60	\$65,721.60	\$65,721.60
C41	\$60,326.40	\$61,478.40	\$62,611.20	\$63,744.00	\$64,876.80	\$66,009.60	\$67,161.60	\$68,294.40	\$69,446.40	\$70,579.20	\$71,712.00	\$72,844.80	\$72,844.80	\$72,844.80	\$72,844.80	\$72,844.80
C42	\$63,532.80	\$64,723.20	\$65,913.60	\$67,123.20	\$68,313.60	\$69,523.20	\$70,713.60	\$71,904.00	\$73,113.60	\$74,304.00	\$75,513.60	\$76,723.20	\$76,723.20	\$76,723.20	\$76,723.20	\$76,723.20
C43	\$67,564.80	\$68,851.20	\$70,118.40	\$71,366.40	\$72,672.00	\$73,939.20	\$75,206.40	\$76,492.80	\$77,760.00	\$79,046.40	\$80,313.60	\$81,580.80	\$81,580.80	\$81,580.80	\$81,580.80	\$81,580.80
C44	\$72,633.60	\$73,996.80	\$75,360.00	\$76,742.40	\$78,105.60	\$79,488.00	\$80,851.20	\$82,195.20	\$83,596.80	\$84,960.00	\$86,323.20	\$87,705.60	\$87,705.60	\$87,705.60	\$87,705.60	\$87,705.60
C51	\$72,633.60	\$73,996.80	\$75,360.00	\$76,742.40	\$78,105.60	\$79,488.00	\$80,851.20	\$82,195.20	\$83,596.80	\$84,960.00	\$86,323.20	\$87,705.60	\$87,705.60	\$87,705.60	\$87,705.60	\$87,705.60
C45	\$78,700.80	\$80,179.20	\$81,657.60	\$83,136.00	\$84,614.40	\$86,112.00	\$87,609.60	\$89,088.00	\$90,585.60	\$92,064.00	\$93,561.60	\$95,020.80	\$95,020.80	\$95,020.80	\$95,020.80	\$95,020.80
C52	\$78,700.80	\$80,179.20	\$81,657.60	\$83,136.00	\$84,614.40	\$86,112.00	\$87,609.60	\$89,088.00	\$90,585.60	\$92,064.00	\$93,561.60	\$95,020.80	\$95,020.80	\$95,020.80	\$95,020.80	\$95,020.80
D61	\$83,769.60	\$85,324.80	\$86,918.40	\$88,492.80	\$90,067.20	\$91,660.80	\$93,216.00	\$94,809.60	\$96,384.00	\$97,977.60	\$99,571.20	\$101,126.40	\$101,126.40	\$101,126.40	\$101,126.40	\$101,126.40
D62	\$87,801.60	\$89,452.80	\$91,104.00	\$92,774.40	\$94,425.60	\$96,076.80	\$97,747.20	\$99,398.40	\$101,030.40	\$102,700.80	\$104,352.00	\$106,003.20	\$106,003.20	\$106,003.20	\$106,003.20	\$106,003.20
D63	\$91,833.60	\$93,580.80	\$95,289.60	\$97,017.60	\$98,764.80	\$100,512.00	\$102,220.80	\$103,968.00	\$105,696.00	\$107,443.20	\$109,152.00	\$110,899.20	\$110,899.20	\$110,899.20	\$110,899.20	\$110,899.20
D64	\$96,902.40	\$98,726.40	\$100,569.60	\$102,412.80	\$104,198.40	\$106,041.60	\$107,865.60	\$109,689.60	\$111,532.80	\$113,376.00	\$115,180.80	\$117,024.00	\$117,024.00	\$117,024.00	\$117,024.00	\$117,024.00
D71	\$96,902.40	\$98,726.40	\$100,569.60	\$102,412.80	\$104,198.40	\$106,041.60	\$107,865.60	\$109,689.60	\$111,532.80	\$113,376.00	\$115,180.80	\$117,024.00	\$117,024.00	\$117,024.00	\$117,024.00	\$117,024.00
D65	\$102,969.60	\$104,908.80	\$106,848.00	\$108,787.20	\$110,745.60	\$112,684.80	\$114,624.00	\$116,563.20	\$118,521.60	\$120,460.80	\$122,400.00	\$124,320.00	\$124,320.00	\$124,320.00	\$124,320.00	\$124,320.00
D72	\$102,969.60	\$104,908.80	\$106,848.00	\$108,787.20	\$110,745.60	\$112,684.80	\$114,624.00	\$116,563.20	\$118,521.60	\$120,460.80	\$122,400.00	\$124,320.00	\$124,320.00	\$124,320.00	\$124,320.00	\$124,320.00
E81	\$108,019.20	\$110,054.40	\$112,089.60	\$114,144.00	\$116,179.20	\$118,214.40	\$120,268.80	\$122,284.80	\$124,320.00	\$126,393.60	\$128,409.60	\$130,464.00	\$130,464.00	\$130,464.00	\$130,464.00	\$130,464.00
E82	\$112,051.20	\$114,182.40	\$116,294.40	\$118,425.60	\$120,518.40	\$122,649.60	\$124,761.60	\$126,873.60	\$128,985.60	\$131,097.60	\$133,209.60	\$135,302.40	\$135,302.40	\$135,302.40	\$135,302.40	\$135,302.40
E83	\$116,121.60	\$118,291.20	\$120,499.20	\$122,688.00	\$124,896.00	\$127,065.60	\$129,254.40	\$131,443.20	\$133,632.00	\$135,840.00	\$138,028.80	\$140,198.40	\$140,198.40	\$140,198.40	\$140,198.40	\$140,198.40
E91	\$121,171.20	\$123,475.20	\$125,740.80	\$128,044.80	\$130,310.40	\$132,614.40	\$134,899.20	\$137,164.80	\$139,468.80	\$141,753.60	\$144,019.20	\$146,323.20	\$146,323.20	\$146,323.20	\$146,323.20	\$146,323.20
E92	\$127,238.40	\$129,638.40	\$132,057.60	\$134,438.40	\$136,838.40	\$139,219.20	\$141,657.60	\$144,038.40	\$146,457.60	\$148,857.60	\$151,238.40	\$153,657.60	\$153,657.60	\$153,657.60	\$153,657.60	\$153,657.60
F101	\$132,288.00	\$134,803.20	\$137,280.00	\$139,814.40	\$142,272.00	\$144,787.20	\$147,264.00	\$149,779.20	\$152,275.20	\$154,771.20	\$157,267.20	\$159,763.20	\$159,763.20	\$159,763.20	\$159,763.20	\$159,763.20
F102	\$136,358.40	\$138,931.20	\$141,504.00	\$144,057.60	\$146,649.60	\$149,184.00	\$151,776.00	\$154,368.00	\$156,921.60	\$159,494.40	\$162,067.20	\$164,640.00	\$164,640.00	\$164,640.00	\$164,640.00	\$164,640.00
F103	\$140,390.40	\$143,020.80	\$145,689.60	\$148,358.40	\$150,969.60	\$153,638.40	\$156,268.80	\$158,918.40	\$161,587.20	\$164,217.60	\$166,867.20	\$169,516.80	\$169,516.80	\$169,516.80	\$169,516.80	\$169,516.80
F111	\$145,459.20	\$148,185.60	\$150,931.20	\$153,696.00	\$156,441.60	\$159,168.00	\$161,894.40	\$164,659.20	\$167,404.80	\$170,150.40	\$172,896.00	\$175,641.60	\$175,641.60	\$175,641.60	\$175,641.60	\$175,641.60
F112	\$151,526.40	\$154,387.20	\$157,228.80	\$160,108.80	\$162,950.40	\$165,792.00	\$168,672.00	\$171,532.80	\$174,393.60	\$177,235.20	\$180,096.00	\$182,956.80	\$182,956.80	\$182,956.80	\$182,956.80	\$182,956.80
BACH	\$63,763.20	\$64,934.40	\$66,105.60	\$67,296.00	\$68,467.20	\$69,657.60	\$70,828.80	\$72,019.20	\$73,209.60	\$74,380.80	\$75,552.00	\$75,552.00	\$75,552.00	\$75,552.00	\$75,552.00	\$75,552.00
BC18	\$67,468.80	\$68,716.80	\$69,984.00	\$71,232.00	\$72,480.00	\$73,728.00	\$74,956.80	\$76,224.00	\$77,472.00	\$78,720.00	\$79,987.20	\$79,987.20	\$79,987.20	\$79,987.20	\$79,987.20	\$79,987.20
MSTR	\$71,788.80	\$73,113.60	\$74,400.00	\$75,763.20	\$77,088.00	\$78,412.80	\$79,737.60	\$81,081.60	\$82,406.40	\$83,731.20	\$85,056.00	\$85,056.00	\$85,056.00	\$85,056.00	\$85,056.00	\$85,056.00
MS30	\$77,145.60	\$78,566.40	\$80,006.40	\$81,427.20	\$82,867.20	\$84,288.00	\$85,689.60	\$87,148.80	\$88,569.60	\$90,009.60	\$91,430.40	\$91,430.40	\$91,430.40	\$91,430.40	\$91,430.40	\$91,430.40
DCTR	\$83,596.80	\$85,132.80	\$86,668.80	\$88,224.00	\$89,779.20	\$91,334.40	\$92,889.60	\$94,425.60	\$95,980.80	\$97,536.00	\$99,072.00	\$99,072.00	\$99,072.00	\$99,072.00	\$99,072.00	\$99,072.00
BUS	\$32,179.20	\$32,774.40	\$33,388.80	\$34,003.20	\$34,598.40	\$35,193.60	\$35,808.00	\$36,403.20	\$37,017.60	\$37,612.80	\$38,208.00	\$38,860.80	\$38,860.80	\$38,860.80	\$38,860.80	\$38,860.80

Includes one step and the 1st year of a proposed 3 year phase-in to increase the entire 190 day teacher schedule resulting in a \$40k salary for a Bachelor's, step 0 teacher (future schedules require Board approval). Includes one step and a 2% COLA for non-teachers.