

For Immediate Release
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Media Release

CCSD Board Approves Rural Recruitment Initiative

Office of Strategy and Communications

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Charleston, SC – The Charleston County School District (CCSD) Board of Trustees unanimously approved a recommendation to increase all first year classroom teachers (with zero years of experience on their South Carolina Teaching Certificate) to the second year teacher salary schedule (one year of experience on their South Carolina Teaching Certificate) for the 2018-2019 school year via the Rural Recruitment Initiative expenditure. A supplement will be used to elevate the first year teacher salary schedule to the salary of a second year teacher.

For FY 2019 CCSD, will receive state funding for the Rural Recruitment Initiative. The Rural Recruitment Initiative is a recruitment and retention program to address the statewide teacher shortage concerns. The use of the term rural is somewhat misleading; the District's eligibility is based on a five-year average teacher turnover rate as reported on the district report cards and the funds can be used district-wide, not just specific schools in certain areas.

The district was awarded \$1.67 million for recruitment initiatives.

"The district is permitted to use a portion of these approved funds to increase the salary of our current first-year classroom teachers to the second year salary level in an effort to encourage them to stay with CCSD," explained Bill Briggman, Chief Human Resources Officer. "This is another step for the board in reaching their goal of being the highest paying district in the state."

The total cost, based on an estimate of 250 first year teachers (salary and benefits), is \$289,030. This increase is for classroom teachers only; per guidelines issued by the state for this initiative, guidance counselors, media specialists, and other paid positions on the teacher salary schedule are not subject to the increase.

2018-2019 First Year Teacher Salary Schedule

Bachelor's Degree – (Current Salary) \$37,407 (Salary Increase) \$38,258
Bachelor's Degree + 18 credits towards Master's Degree – (Current Salary) \$39,566 (Salary Increase) \$40,478
Master's Degree – (Current Salary) \$42,089 (Salary Increase) \$43,062
Master's Degree + 30 credits towards Doctorate – (Current Salary) \$45,235 (Salary Increase) \$46,284

Doctorate – (Current Salary) \$49,005 (Salary Increase) \$50,160

For more information about this Rural Recruitment Initiative and its impact on CCSD's first year teacher salary schedule, please contact the Office of Strategy and Communications at (843) 937-6303.

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About the Charleston County School District

Charleston County School District (CCSD) is the second largest school system in South Carolina representing a unique blend of urban, suburban, and rural schools that span 1,000 square miles along the coast. CCSD serves more than 50,000 students in 86 schools and specialized programs. With approximately 6,100 employees district-wide, CCSD is the fourth largest employer in the region.

CCSD offers a diverse, expanding portfolio of options and specialized programs, delivered through neighborhood, charter, magnet, IB (international baccalaureate), and Montessori schools, and is divided into three Learning Communities. Options include specialized programs in science, engineering and mathematics; liberal arts; music and other creative and performing arts; career and technical preparation programs; and military and other public service enterprises.