



SUMTER COUNTY S C H O O L S

Learning Today, Leading Tomorrow

CERTIFIED SALARY SCHEDULE FY2025

TABLE OF CONTENT

Introduction.....	Page 3
Qualifying Experience.....	Page 3
Substitute Employees.....	Page 4
Substitute Employees cont.	Page 5
Vacation Leave.....	Page 5
Work Hours.....	Page 6

CERTIFIED PERSONNEL

Teachers

Includes: Assistant Principal, Teachers, Counselors, Reading & Math Coaches & Librarians

Teachers (9 Month-187 Days)	Salary Schedule 1.....	Page7
Teachers (10 Month-202 Days)	Salary Schedule 1.....	Page 8
Teachers (11 Month-222 Days)	Salary Schedule 1.....	Page9
Teachers (12 Month-240 Days)	Salary Schedule 1.....	Page10
Teachers (9 Month-187 Days)	Salary Schedule 2.....	Page11
Teachers (10 Month-202 Days)	Salary Schedule 2.....	Page12
Teachers (11 Month-222 Days)	Salary Schedule 2.....	Page13
Teachers (12 Month-240 Days)	Salary Schedule 2.....	Page14
TEAMS (9 Month-189 Days)	Salary Schedule 2.....	Page15

Administration

Includes: Directors

Central Office Administrators (12 Month-240Days)	Salary Schedule 2....	Page 16
---	-----------------------	---------

Other Certified Staff Supplements

Coaching Supplements..... Pages 17-24

Testing Coordinator..... Page 25

INTRODUCTION

The 2024-2025 Salary Schedule provides a uniform and equitable payment of wages for service rendered by certificated employees. Certified employees must possess a valid Alabama Teacher's Certificate or be eligible for a waiver from the State Department of Education.

Certified salaries (teacher) in the salary schedule are based on years of experience, degree/certification and/or assignment. Effective February 1, 1996, certified employees (teachers) were approved to be paid their highest degree, regardless of the teaching assignment. Years of experience are categorized as "STEPS" on the schedule. Experience for teachers will be granted based on public education experience in this system, other public education experience in the State of Alabama, as well as outside the state, and/or an accredited private school. It is the responsibility of the employee to submit the appropriate information pertaining to experience, degree/certification and to verify the receipt of the accurate salary.

NOTE: If a degree is recognized before the contract ends, pay will be recalculated based on the remaining days left on the contract. Payments will be processed for the next available payroll if we receive the information by the 15th of the month. If a teachers' degree is not recognized until after his/her last day, the salary increase for higher degree will be processed on the first payday of the new contract year.

This approved salary schedule includes the state mandated 2% increase for the 2024-2025 school year.

QUALIFYING EXPERIENCE

The determination of experience credit shall be given for all verified full-time satisfactory, public school teaching experience in the field for which the previous public-school system paid a full-time salary. No experience credit will be given for unpaid days and/or unpaid leave. The employee shall be responsible for requesting verification of prior work experience from the designated personnel official and for making certain that the form sent is acceptable by Sumter County School System. Experience credit cannot be granted until this form has been completed and notarized or stamped with the school system's seal and received in the Human Resources/Payroll.

SUBSTITUTE EMPLOYEES

1. A substitute employee is a person paid on a day-to-day basis either in the place of an absent employee or in a vacant or unfilled position. A substitute does not receive benefits A substitute employee may not be used for the following positions: art, music, and speech pathologist, instructional support teacher, guidance counselor, library media specialist, instructional specialist, reading and math coaches, reading specialists, assistant principal, principal, or any central office administrator.
2. A substitute who is filling a vacant position (vacant position **must be** identified by Human Resources) and holds a current Alabama Certificate may be compensated up to \$85 to \$120 per day or for each day served in the identified vacant position.
3. Substitutes, excluding bus drivers and nurses are contracted through Kelly Services.

Type Substitute	Rate of Pay	Certification
Non-Certified Substitute	(\$85 per day) (not to exceed 7.5 hours)	Current AL Substitute Teacher's License
Certified Substitute (Other Subject Areas)	\$100 per day (vacant position)	Valid AL Class B Professional Certification (In-Field)
Certified Substitute (Long Term, 10+ days)	\$125 per day (vacant position)	Valid AL Class B Professional Certification (Math or Science)

Substitute Teacher - Non-Certified

A person who meets the minimum requirements of holding a current substitute teacher's license issued by the Alabama State Department of Education. **(Form Sub 2004)**

Substitute Teacher - Certified

A person who meets the minimum requirements of holding a valid AL Class B Professional Certificate issued by the Alabama State Department of Education. *A valid certificate must be on file in the Human Resources Department.*

(ALA. CODE§ 16-24-1 (1975))

Interim teachers are paid a prorated salary (current teacher salary schedule established by the Board) based on degree and experience and the number of contract days to be worked during the school year. Interim teachers receive all applicable employee benefits. Interim teachers must be employed for a semester or more in the same position and must be Board approved.

Positions that do not allow a substitute:

Central Office Staff

Principals

Assistant Principal

Secretaries

Librarians

Counselors

VACATION LEAVE

1. Eligible Employees-Twelve Month (240 day) full time employees are eligible for paid vacation.
2. Eligible employees will earn ten (10) paid vacation days a year at the rate of one day per month during the scholastic year, excluding the months of May and June.
3. Accrual and Accumulation of Vacation Time. Twelve month employees may carry over unused vacation days from one scholastic year, but no more than twenty (20) vacation days may be carried over beyond July 1st. Vacation days may not be bought, sold, or donated. Accumulated vacation time will be forfeited if not used prior to the effective date of an employee's resignation or retirement; provided that an employee who retires in good standing shall be compensated for up to twenty (20) accumulated, unused vacation days at the employee's effective rate of pay. Employees who are terminated for misconduct or who are not in good standing at the time of their separation from employment with the Board may not convert accumulated and unused vacation days to monetary compensation.
4. Scheduling. Vacations must be scheduled with the knowledge and approval of the employee's supervisor. Vacation leave in excess of five (5) consecutive days must be approved by the Superintendent or his/her designee.

OTHER LEAVE:

Please refer to the SCSS Policy Manual (beginning with Board Policy 5.10) for other forms of available leave not addressed.

WORK HOURS

ALL 12 MONTH EMPLOYEES work 7 hours per day.

ALL 9, 10, AND 11 MONTH EMPLOYEES work 7 hours unless otherwise noted.

Central Office Staff work from 8:00 A.M. – 4:00 P.M.
With one (1) hour for lunch.

All 9, 10, and 11-Month Employees work hours are 7:45 A.M. to 3:15 P.M.

All 9, 10, and 11-month Employees have a thirty (30) minute lunch break.

CLOCKING IN AND OUT

In the timekeeping system, "clock in" and "clock out" punches will be rounded according to a 7-minute grace period that rounds up or down to the nearest quarter hour (15 minutes). Employees should clock in no sooner than seven minutes before or after the scheduled shift.

TEACHER WORK SCHEDULE

Supervisory and instructional duties of teachers commence a minimum of fifteen (15) minutes prior to the beginning of the instructional day and conclude fifteen (15) minutes after the dismissal of students. Assignments and duties may extend beyond the instructional day and may include off-campus functions, events, and activities; conferences and meetings with parents; supervision of students arrival and departure; and preparation for the following instructional day. Teachers will be provided a minimum of thirty (30) minutes of free of instructional and supervisory responsibilities each teaching day . (Policy 5.01.2a)

**Sumter County School System
Salary Schedule I - 2024/2025**

Public School Experience - 9 Months (187 Day Contract)

Years of Experience	Bachelors BA	Masters MS	6 Year AA	Doctorate DO	Non Degree ND
less than 3	\$47,600	\$52,455	\$56,562	\$60,667	\$45,600
3 but less than 6	\$50,177	\$57,699	\$62,214	\$66,734	\$50,177
6 but less than 9	\$52,371	\$60,228	\$64,957	\$69,652	\$52,371
9	\$53,958	\$62,044	\$66,919	\$71,757	\$53,958
10	\$54,497	\$62,664	\$67,587	\$72,474	\$54,497
11	\$55,041	\$63,290	\$68,264	\$73,198	\$55,041
12	\$55,589	\$63,924	\$68,948	\$73,927	\$55,589
13	\$56,144	\$64,563	\$69,636	\$74,665	\$56,144
14	\$56,710	\$65,208	\$70,332	\$75,411	\$56,710
15	\$57,273	\$65,858	\$71,033	\$76,172	\$57,273
16	\$57,850	\$66,516	\$71,742	\$76,932	\$57,850
17	\$58,428	\$67,186	\$72,464	\$77,707	\$58,428
18	\$59,014	\$67,866	\$73,184	\$78,473	\$59,014
19	\$59,603	\$68,542	\$73,920	\$79,262	\$59,603
20	\$60,197	\$69,225	\$74,658	\$80,053	\$60,197
21	\$60,797	\$69,915	\$75,409	\$80,857	\$60,797
22	\$61,403	\$70,612	\$76,160	\$81,664	\$61,403
23	\$62,020	\$71,315	\$76,919	\$82,477	\$62,020
24	\$62,634	\$72,031	\$77,691	\$83,311	\$62,634
25	\$63,263	\$72,755	\$78,472	\$84,148	\$63,263
26	\$63,893	\$73,479	\$79,253	\$84,985	\$63,893
27	\$64,534	\$74,214	\$80,046	\$85,839	\$64,534
28	\$65,177	\$74,953	\$80,842	\$86,693	\$65,177
29	\$65,830	\$75,704	\$81,653	\$87,563	\$65,830
30	\$66,490	\$76,463	\$82,471	\$88,439	\$66,490
31	\$67,155	\$77,228	\$83,296	\$89,324	\$67,155
32	\$67,826	\$77,999	\$84,129	\$90,217	\$67,826
33	\$68,502	\$78,778	\$84,967	\$91,117	\$68,502
34	\$69,191	\$79,563	\$85,821	\$92,033	\$69,191
35	\$69,879	\$80,361	\$86,676	\$92,949	\$69,879

Sumter County School System
Salary Schedule I - 2024/2025
 Public School Experience - 10 Months (202 Day Contract)

Years of Experience	Bachelors	Masters	6 Year	Doctorate	Non Degree
less than 3	\$51,418	\$56,662	\$61,101	\$65,534	\$51,418
3 but less than 6	\$54,201	\$62,327	\$67,204	\$72,085	\$54,201
6 but less than 9	\$56,573	\$65,058	\$70,166	\$75,238	\$56,573
9	\$58,284	\$67,021	\$72,286	\$77,513	\$58,284
10	\$58,867	\$67,691	\$73,009	\$78,287	\$58,867
11	\$59,455	\$68,368	\$73,739	\$79,069	\$59,455
12	\$60,047	\$69,052	\$74,477	\$79,856	\$60,047
13	\$60,647	\$69,741	\$75,222	\$80,653	\$60,647
14	\$61,258	\$70,438	\$75,973	\$81,458	\$61,258
15	\$61,867	\$71,141	\$76,730	\$82,280	\$61,867
16	\$62,490	\$71,851	\$77,497	\$83,101	\$62,490
17	\$63,114	\$72,575	\$78,277	\$83,939	\$63,114
18	\$63,747	\$73,307	\$79,055	\$84,768	\$63,747
19	\$64,383	\$74,039	\$79,851	\$85,622	\$64,383
20	\$65,025	\$74,777	\$80,647	\$86,476	\$65,025
21	\$65,674	\$75,524	\$81,459	\$87,344	\$65,674
22	\$66,329	\$76,277	\$82,271	\$88,215	\$66,329
23	\$66,995	\$77,037	\$83,090	\$89,093	\$66,995
24	\$67,660	\$77,808	\$83,922	\$89,992	\$67,660
25	\$68,340	\$78,590	\$84,765	\$90,896	\$68,340
26	\$69,019	\$79,371	\$85,609	\$91,801	\$69,019
27	\$69,713	\$80,167	\$86,465	\$92,725	\$69,713
28	\$70,407	\$80,965	\$87,325	\$93,648	\$70,407
29	\$71,113	\$81,776	\$88,201	\$94,588	\$71,113
30	\$71,825	\$82,596	\$89,085	\$95,534	\$71,825
31	\$72,544	\$83,422	\$89,976	\$96,490	\$72,544
32	\$73,269	\$84,256	\$90,875	\$97,455	\$73,269
33	\$74,000	\$85,097	\$91,782	\$98,427	\$74,000
34	\$74,744	\$85,944	\$92,704	\$99,416	\$74,744
35	\$75,487	\$86,806	\$93,626	\$100,405	\$75,487

Sumter County School System
Salary Schedule I - 2024/2025
Public School Experience - 11 Months (222 Day Contract)

Years of Experience	Bachelors	Masters	6 Year	Doctorate	Non Degree
less than 3	\$56,509	\$62,273	\$67,150	\$72,022	\$54,152
3 but less than 6	\$59,567	\$68,498	\$73,859	\$79,222	\$59,567
6 but less than 9	\$62,173	\$71,500	\$77,115	\$82,688	\$62,173
9	\$64,056	\$73,655	\$79,444	\$85,186	\$64,056
10	\$64,697	\$74,392	\$80,238	\$86,038	\$64,697
11	\$65,342	\$75,135	\$81,040	\$86,898	\$65,342
12	\$65,993	\$75,887	\$81,852	\$87,760	\$65,993
13	\$66,652	\$76,646	\$82,670	\$88,637	\$66,652
14	\$67,324	\$77,411	\$83,495	\$89,521	\$67,324
15	\$67,991	\$78,184	\$84,327	\$90,426	\$67,991
16	\$68,677	\$78,964	\$85,170	\$91,329	\$68,677
17	\$69,362	\$79,760	\$86,027	\$92,249	\$69,362
18	\$70,060	\$80,568	\$86,882	\$93,161	\$70,060
19	\$70,758	\$81,372	\$87,757	\$94,099	\$70,758
20	\$71,464	\$82,182	\$88,632	\$95,037	\$71,464
21	\$72,176	\$83,000	\$89,523	\$95,992	\$72,176
22	\$72,895	\$83,829	\$90,416	\$96,949	\$72,895
23	\$73,629	\$84,663	\$91,317	\$97,915	\$73,629
24	\$74,359	\$85,513	\$92,229	\$98,905	\$74,359
25	\$75,106	\$86,372	\$93,157	\$99,899	\$75,106
26	\$75,853	\$87,231	\$94,084	\$100,893	\$75,853
27	\$76,613	\$88,107	\$95,028	\$101,906	\$76,613
28	\$77,376	\$88,983	\$95,974	\$102,920	\$77,376
29	\$78,152	\$89,875	\$96,937	\$103,952	\$78,152
30	\$78,935	\$90,775	\$97,908	\$104,994	\$78,935
31	\$79,724	\$91,684	\$98,887	\$106,044	\$79,724
32	\$80,521	\$92,600	\$99,875	\$107,103	\$80,521
33	\$81,325	\$93,524	\$100,872	\$108,172	\$81,325
34	\$82,142	\$94,455	\$101,885	\$109,259	\$82,142
35	\$82,959	\$95,403	\$102,899	\$110,346	\$82,959

Sumter County School System
Salary Schedule I - 2024/2025
 Public School Experience - 12 Months (240 Day Contract)

Years of Experience	Bachelors	Masters	6 Year	Doctorate	Non Degree
less than 3	\$61,091	\$67,321	\$72,595	\$77,862	\$58,542
3 but less than 6	\$64,396	\$74,052	\$79,848	\$85,647	\$64,396
6 but less than 9	\$67,214	\$77,297	\$83,367	\$88,659	\$67,214
9	\$69,249	\$79,627	\$85,887	\$92,094	\$69,249
10	\$69,940	\$80,423	\$86,745	\$93,015	\$69,940
11	\$70,639	\$81,227	\$87,612	\$93,944	\$70,639
12	\$71,344	\$82,040	\$88,494	\$94,875	\$71,344
13	\$72,057	\$82,860	\$89,378	\$95,823	\$72,057
14	\$72,783	\$83,687	\$90,270	\$96,781	\$72,783
15	\$73,505	\$84,523	\$91,166	\$97,761	\$73,505
16	\$74,246	\$85,368	\$92,076	\$98,737	\$74,246
17	\$74,986	\$86,227	\$93,004	\$99,731	\$74,986
18	\$75,740	\$87,098	\$93,927	\$100,714	\$75,740
19	\$76,496	\$87,967	\$94,872	\$101,728	\$76,496
20	\$77,259	\$88,843	\$95,819	\$102,742	\$77,259
21	\$78,026	\$89,731	\$96,782	\$103,775	\$78,026
22	\$78,803	\$90,626	\$97,746	\$104,809	\$78,803
23	\$79,596	\$91,528	\$98,720	\$105,853	\$79,596
24	\$80,386	\$92,446	\$99,709	\$106,924	\$80,386
25	\$81,194	\$93,375	\$100,712	\$107,998	\$81,194
26	\$82,003	\$94,304	\$101,713	\$109,073	\$82,003
27	\$82,827	\$95,250	\$102,734	\$110,167	\$82,827
28	\$83,651	\$96,197	\$103,756	\$111,264	\$83,651
29	\$84,490	\$97,162	\$104,797	\$112,380	\$84,490
30	\$85,336	\$98,135	\$105,846	\$113,505	\$85,336
31	\$86,190	\$99,117	\$106,905	\$114,641	\$86,190
32	\$87,051	\$100,108	\$107,973	\$115,786	\$87,051
33	\$87,920	\$101,106	\$109,051	\$116,941	\$87,920
34	\$88,803	\$102,114	\$110,147	\$118,116	\$88,803
35	\$89,687	\$103,138	\$111,242	\$119,291	\$89,687

Sumter County School System
Salary Schedule II - 2024/2025
Public School Experience - 9 Months (187 Day Contract)

Years of Experience	Bachelors B1	Masters B2	6 Year B3	Doctorate B4	Non Degree B5
less than 3	\$47,600	\$51,875	\$55,936	\$59,995	\$47,600
3 but less than 6	\$49,616	\$57,058	\$61,524	\$65,997	\$49,616
6 but less than 9	\$51,792	\$59,558	\$64,237	\$68,881	\$51,792
9	\$53,356	\$61,358	\$66,177	\$70,962	\$53,356
10	\$53,888	\$61,971	\$66,838	\$71,671	\$53,888
11	\$54,428	\$62,591	\$67,506	\$72,387	\$54,428
12	\$54,972	\$63,217	\$68,181	\$73,111	\$54,972
13	\$55,522	\$63,848	\$68,864	\$73,842	\$55,522
14	\$56,077	\$64,487	\$69,551	\$74,581	\$56,077
15	\$56,638	\$65,133	\$70,248	\$75,327	\$56,638
16	\$57,204	\$65,783	\$70,950	\$76,080	\$57,204
17	\$57,776	\$66,441	\$71,660	\$76,841	\$57,776
18	\$58,354	\$67,105	\$72,377	\$77,608	\$58,354
19	\$58,937	\$67,776	\$73,101	\$78,384	\$58,937
20	\$59,527	\$68,454	\$73,831	\$79,169	\$59,527
21	\$60,122	\$69,139	\$74,570	\$79,961	\$60,122
22	\$60,723	\$69,831	\$75,314	\$80,760	\$60,723
23	\$61,330	\$70,528	\$76,068	\$81,567	\$61,330
24	\$61,944	\$71,234	\$76,829	\$82,383	\$61,944
25	\$62,563	\$71,946	\$77,597	\$83,207	\$62,563
26	\$63,188	\$72,665	\$78,373	\$84,039	\$63,188
27	\$63,821	\$73,392	\$79,157	\$84,880	\$63,821
28	\$64,459	\$74,126	\$79,948	\$85,728	\$64,459
29	\$65,104	\$74,867	\$80,748	\$86,586	\$65,104
30	\$65,754	\$75,616	\$81,555	\$87,452	\$65,754
31	\$66,412	\$76,372	\$82,371	\$88,325	\$66,412
32	\$67,077	\$77,136	\$83,195	\$89,209	\$67,077
33	\$67,747	\$77,907	\$84,027	\$90,102	\$67,747
34	\$68,424	\$78,686	\$84,867	\$91,003	\$68,424
35	\$69,109	\$79,473	\$85,715	\$91,912	\$69,109

Sumter County School System
Salary Schedule II - 2024/2025
Public School Experience - 10 Months (202 Day Contract)

Years of Experience	Bachelors B1	Masters B2	6 Year B3	Doctorate B4	Non Degree B5
less than 3	\$51,418	\$56,036	\$60,423	\$64,807	\$51,418
3 but less than 6	\$53,597	\$61,636	\$66,459	\$71,291	\$53,597
6 but less than 9	\$55,946	\$64,335	\$69,390	\$74,406	\$55,946
9	\$57,637	\$66,280	\$71,486	\$76,654	\$57,637
10	\$58,212	\$66,942	\$72,201	\$77,420	\$58,212
11	\$58,795	\$67,612	\$72,923	\$78,193	\$58,795
12	\$59,382	\$68,288	\$73,652	\$78,976	\$59,382
13	\$59,976	\$68,969	\$74,388	\$79,765	\$59,976
14	\$60,579	\$69,660	\$75,130	\$80,563	\$60,579
15	\$61,181	\$70,358	\$75,883	\$81,369	\$61,181
16	\$61,798	\$71,060	\$76,641	\$82,183	\$61,798
17	\$62,414	\$71,770	\$77,408	\$83,007	\$62,414
18	\$63,040	\$72,493	\$78,183	\$83,833	\$63,040
19	\$63,668	\$73,216	\$78,965	\$84,671	\$63,668
20	\$64,303	\$73,947	\$79,753	\$85,519	\$64,303
21	\$64,945	\$74,685	\$80,552	\$86,375	\$64,945
22	\$65,594	\$75,432	\$81,355	\$87,238	\$65,594
23	\$66,251	\$76,185	\$82,170	\$88,110	\$66,251
24	\$66,913	\$76,948	\$82,992	\$88,992	\$66,913
25	\$67,581	\$77,717	\$83,825	\$89,885	\$67,581
26	\$68,257	\$78,494	\$84,660	\$90,780	\$68,257
27	\$68,940	\$79,279	\$85,510	\$91,694	\$68,940
28	\$69,630	\$80,072	\$86,361	\$92,606	\$69,630
29	\$70,326	\$80,872	\$87,226	\$93,535	\$70,326
30	\$71,028	\$81,681	\$88,100	\$94,471	\$71,028
31	\$71,739	\$82,498	\$88,982	\$95,417	\$71,739
32	\$72,458	\$83,323	\$89,871	\$96,371	\$72,458
33	\$73,181	\$84,156	\$90,768	\$97,331	\$73,181
34	\$73,913	\$84,998	\$91,680	\$98,310	\$73,913
35	\$74,653	\$85,848	\$92,592	\$99,288	\$74,653

0

Sumter County School System
Salary Schedule II - 2024/2025
Public School Experience - 11 Months (222 Day Contract)

Years of Experience	Bachelors B1	Masters B2	6 Year B3	Doctorate B4	Non Degree B5
less than 3	\$56,509	\$61,584	\$66,405	\$71,224	\$56,509
3 but less than 6	\$58,903	\$67,739	\$73,039	\$78,349	\$58,903
6 but less than 9	\$61,486	\$70,705	\$76,260	\$81,773	\$61,486
9	\$63,343	\$72,842	\$78,566	\$84,244	\$63,343
10	\$63,975	\$73,570	\$79,350	\$85,085	\$63,975
11	\$64,615	\$74,306	\$80,143	\$85,935	\$64,615
12	\$65,261	\$75,049	\$80,944	\$86,795	\$65,261
13	\$65,914	\$75,798	\$81,753	\$87,663	\$65,914
14	\$66,576	\$76,557	\$82,569	\$88,540	\$66,576
15	\$67,239	\$77,324	\$83,396	\$89,426	\$67,239
16	\$67,916	\$78,095	\$84,229	\$90,320	\$67,916
17	\$68,593	\$78,876	\$85,072	\$91,224	\$68,593
18	\$69,281	\$79,671	\$85,923	\$92,134	\$69,281
19	\$69,972	\$80,466	\$86,783	\$93,055	\$69,972
20	\$70,671	\$81,268	\$87,650	\$93,987	\$70,671
21	\$71,375	\$82,081	\$88,527	\$94,927	\$71,375
22	\$72,088	\$82,901	\$89,410	\$95,876	\$72,088
23	\$72,811	\$83,728	\$90,305	\$96,834	\$72,811
24	\$73,538	\$84,567	\$91,209	\$97,803	\$73,538
25	\$74,273	\$85,413	\$92,125	\$98,786	\$74,273
26	\$75,015	\$86,265	\$93,043	\$99,769	\$75,015
27	\$75,766	\$87,128	\$93,976	\$100,772	\$75,766
28	\$76,524	\$88,000	\$94,912	\$101,775	\$76,524
29	\$77,289	\$88,880	\$95,862	\$102,796	\$77,289
30	\$78,061	\$89,769	\$96,823	\$103,825	\$78,061
31	\$78,842	\$90,666	\$97,791	\$104,864	\$78,842
32	\$79,632	\$91,573	\$98,768	\$105,912	\$79,632
33	\$80,427	\$92,489	\$99,754	\$106,968	\$80,427
34	\$81,231	\$93,413	\$100,756	\$108,043	\$81,231
35	\$82,044	\$94,348	\$101,758	\$109,118	\$82,044

Sumter County School System
Salary Schedule II - 2024/2025
Public School Experience - 12 Months (240 Day Contract)

Years of Experience	Bachelors B1	Masters B2	6 Year B3	Doctorate B4	Non Degree B5
less than 3	\$61,091	\$66,578	\$71,790	\$76,999	\$61,091
3 but less than 6	\$63,679	\$73,231	\$78,961	\$84,702	\$63,679
6 but less than 9	\$66,471	\$76,438	\$82,443	\$88,403	\$66,471
9	\$68,479	\$78,748	\$84,935	\$91,074	\$68,479
10	\$69,164	\$79,535	\$85,784	\$91,984	\$69,164
11	\$69,855	\$80,331	\$86,642	\$92,903	\$69,855
12	\$70,552	\$81,134	\$87,508	\$93,832	\$70,552
13	\$71,258	\$81,944	\$88,382	\$94,770	\$71,258
14	\$71,974	\$82,764	\$89,264	\$95,719	\$71,974
15	\$72,690	\$83,593	\$90,158	\$96,676	\$72,690
16	\$73,423	\$84,427	\$91,059	\$97,643	\$73,423
17	\$74,156	\$85,272	\$91,970	\$98,622	\$74,156
18	\$74,900	\$86,130	\$92,890	\$99,604	\$74,900
19	\$75,646	\$86,989	\$93,819	\$100,600	\$75,646
20	\$76,401	\$87,856	\$94,756	\$101,607	\$76,401
21	\$77,162	\$88,736	\$95,707	\$102,624	\$77,162
22	\$77,933	\$89,623	\$96,660	\$103,649	\$77,933
23	\$78,713	\$90,517	\$97,627	\$104,685	\$78,713
24	\$79,500	\$91,423	\$98,606	\$105,733	\$79,500
25	\$80,295	\$92,338	\$99,597	\$106,795	\$80,295
26	\$81,097	\$93,260	\$100,588	\$107,858	\$81,097
27	\$81,909	\$94,193	\$101,595	\$108,942	\$81,909
28	\$82,728	\$95,135	\$102,607	\$110,025	\$82,728
29	\$83,556	\$96,086	\$103,634	\$111,129	\$83,556
30	\$84,390	\$97,047	\$104,672	\$112,243	\$84,390
31	\$85,235	\$98,018	\$105,720	\$113,365	\$85,235
32	\$86,088	\$98,998	\$106,777	\$114,498	\$86,088
33	\$86,948	\$99,988	\$107,842	\$115,640	\$86,948
34	\$87,817	\$100,987	\$108,926	\$116,802	\$87,817
35	\$88,696	\$101,997	\$110,009	\$117,965	\$88,696

Sumter County School System
TEAMS Salary Schedule - 2024/2025
 Public School Experience - 9 Months (189 Day Contract)

Years of Experience	Bachelors	Masters	6 Year	Doctorate
0	\$50,521	\$57,285	\$61,346	\$65,405
1	\$54,081	\$62,194	\$67,061	\$71,932
2	\$56,972	\$65,514	\$70,661	\$75,769
3	\$58,638	\$67,433	\$72,730	\$77,988
4	\$60,350	\$69,401	\$74,851	\$80,263
5	\$62,105	\$71,420	\$77,030	\$82,600
6	\$63,909	\$73,493	\$79,267	\$84,997
7	\$65,759	\$75,622	\$81,561	\$87,458
8	\$67,074	\$77,132	\$83,193	\$89,208
9	\$68,415	\$78,676	\$84,856	\$90,993
10	\$69,440	\$79,857	\$86,128	\$92,356
11	\$70,482	\$81,055	\$87,421	\$93,741
12 thru 14	\$71,540	\$82,271	\$88,731	\$95,148
15 thru 17	\$72,616	\$83,510	\$90,069	\$96,581
18 thru 20	\$73,717	\$84,774	\$91,432	\$98,043
21 thru 23	\$74,838	\$86,065	\$92,823	\$99,535
24 thru 26	\$75,981	\$87,378	\$94,241	\$101,056
27+	\$77,148	\$88,721	\$95,688	\$102,607

Sumter County School System
 Central Office Administrators - 2024/2025
 Public School Experience - 12 Months (240 Day Contract)

Years of Experience	Bachelors B1	Masters B2	6 Year B3	Doctorate B4	Non Degree B5
less than 3	\$58,542	\$67,321	\$72,595	\$77,862	\$58,542
3 but less than 6	\$64,397	\$74,052	\$79,848	\$85,646	\$64,397
6 but less than 9	\$67,214	\$77,297	\$83,368	\$88,658	\$67,214
9	\$69,249	\$79,627	\$85,887	\$92,094	\$69,249
10	\$69,941	\$80,423	\$86,746	\$93,015	\$69,941
11	\$70,640	\$81,227	\$87,612	\$93,944	\$70,640
12	\$71,343	\$82,040	\$88,493	\$94,875	\$71,343
13	\$72,057	\$82,860	\$89,378	\$95,823	\$72,057
14	\$72,783	\$83,687	\$90,270	\$96,780	\$72,783
15	\$73,505	\$84,524	\$91,167	\$97,760	\$73,505
16	\$74,246	\$85,368	\$92,075	\$98,737	\$74,246
17	\$74,985	\$86,228	\$93,004	\$99,731	\$74,985
18	\$75,740	\$87,097	\$93,927	\$100,714	\$75,740
19	\$76,497	\$87,966	\$94,873	\$101,728	\$76,497
20	\$77,259	\$88,843	\$95,819	\$102,742	\$77,259
21	\$78,026	\$89,731	\$96,781	\$103,775	\$78,026
22	\$78,804	\$90,625	\$97,746	\$104,809	\$78,804
23	\$79,596	\$91,528	\$98,720	\$105,854	\$79,596
24	\$80,386	\$92,446	\$99,710	\$106,923	\$80,386
25	\$81,195	\$93,375	\$100,712	\$107,998	\$81,195
26	\$82,002	\$94,304	\$101,713	\$109,073	\$82,002
27	\$82,827	\$95,250	\$102,734	\$110,168	\$82,827
28	\$83,651	\$96,197	\$103,756	\$111,264	\$83,651
29	\$84,490	\$97,162	\$104,797	\$112,380	\$84,490
30	\$85,335	\$98,136	\$105,846	\$113,506	\$85,335
31	\$86,190	\$99,117	\$106,905	\$114,641	\$86,190
32	\$87,051	\$100,107	\$107,974	\$115,786	\$87,051
33	\$87,920	\$101,108	\$109,050	\$116,941	\$87,920
34	\$88,803	\$102,114	\$110,146	\$118,117	\$88,803
35	\$89,687	\$103,138	\$111,242	\$119,291	\$89,687

Child Nutrition Program Director
 Federal Programs Director
 Special Education Director
 Technology Director

SUMTER COUNTY SCHOOLS

EXTRA CURRICULAR SALARY SUPPLEMENT SCHEDULE

Schedule is based on a point system with point value approved by the board annually
Supplements are assigned by appropriate supervisor (athletic director/principal / supt
Assignment of coaching duties and pay scale will be approved annually by the board

Head Coaches Band Director (negotiated with guidelines)

Level 1 is staff sponsor or beginning coach with less than three years experience

Level 2 is a coach maintaining the programming

Level 3 is a head coach whose program has experienced sustained success

Level 4 is a coach with record of high performance or success in college

Negotiated pay above range

*To recruit Level 4 type coaches to Sumter County Schools

*Exemplary coaches who have maintained the highest levels of performance at SCHS

*Experience and success that impacts all aspects of total school program

*Must have unanimous recommendation of AD, principal, and superintendent

Assistants

Level 1 is staff sponsor or coach with limited knowledge, but fills a need for supervision, etc

Level 2 is a novice coach and is learning the craft

Level 3 is an experienced coach

Level 4 is a successful experienced coach that serves as an example to new coaches

Other procedures in determining supplements:

*Coaching multiple teams within one season will allow coach to earn supplement and half of second supplement

Supplements above allocated amounts must be paid by school / sport

*A volunteer and a sponsor can be counted as just one supplement, but should not go over the cost of Level 4

Policy regarding camps to help offset cost, for coach incentive / community support

*camp proceeds capped at 50% to go towards compensation

*coach may not earn more than 20% of supplement for the sport being coached

PLAYOFF supplements

*Paid to staff for additional time and effort required when reaching certain levels of competition.

ACADEMIC supplements

*At board discretion, a 25% increase could be applied to all supplements based on academic criteria:

-Teacher: 10 minutes in designated area approved by Supt. each 100+ students

-Soc. studies: 10 min. in designated area approved by Supt.

BUS Driving Supplement

-SCBOE will grant professional leave to attend bus certification classes

-SCBOE will provide \$1,000 stipend to gain bus certification

-Coaches who drive for their team will be compensated at half the rate of normal driver

Roster numbers must justify all supplements

Games and practice schedules must justify supplements

*Recommended point value for 2024-2025 is \$300

Position		#	Level 1 Points	Level 2 Points	Level 3 Points	Level 4 Points
Head FB Coach		1	15	20	25	30
FB asst		3	6	8	12	16
MS FB Coach		1	4	6	8	10
MS FB asst		1	3	4	5	7
subtotal	6					
*MS coaches add 4 points for working						
HS Band Director		1	5	10	15	20
MS Band Director		1	2	4	5	6
*Auxillaries (yearly)		2	2	4	5	6

**Auxillaries supplements available (volunteer or PCS staff member)

**Add 0-4 points for coordinating all auxillaries

***Band boosters may add funding for summer camp

subtotal	4					
Head BK Boys		1	20	25	30	35
BK asst		1	6	8	10	12
Jr. Varsity BK		1	8	12	16	20
BK MS		1	4	6	8	10
BK MS asst		1	3	4	5	7
subtotal	5					
Head BK Girls		1	15	20	25	30
BK asst		1	4	6	8	10
BK MS		1	2	4	5	6
BK MS asst		1	2	3	3.5	4
subtotal	4					
Athletic Director		1	8	12	16	20
*Admin/AD			2	4	5	6
**subtotal	1					

**AD and 2nd supplement only available if AD role is also held by school administrator and additional help is requ

Volleyball		1	10	15	20	25
VB asst		1	3	5	7	9
VB MS		1	2	3.5	4	5
VB MS asst		0	2	3	3.5	4
subtotal	3					
Head Baseball		1	8	12	16	20
BB asst		1	3	5	7	9
BB MS		1	2	3.5	4	5
BB MS asst		0	2	3	3.5	4
subtotal	3					
Head Softball		1	8	12	16	20
SB asst		1	3	5	7	9
SB MS		1	2	3.5	4	5
SB MS asst		0	2	3	3.5	4

subtotal	3					
Track		1	8	12	16	20
Track asst		1	2	4	4.5	5
MS Track		1	2	3	3.5	4
subtotal	3					
Wrestling		1	4	6	8	10
W asst						
W MS		1	2	3	3.5	4
subtotal	2					
Soccer Boys		1	4	6	8	10
Soc asst						
Soc MS		1	2	3	3.5	4
Soc MS asst						
subtotal	2					
Soccer Girls		1	4	6	8	10
Soc asst						
Soc MS		1	2	3	3.5	4
Soc MS asst						
subtotal	2					
Athletic trainer		1	4	6	8	10
subtotal	3					
Field maintenance		1	4	6	8	10
subtotal	1					
*Level 4 field maintenance requires work at least 2x per week through the summer and the normal after						
Drama/Theatre		1	4	6	8	10
Broadcasting		1	4	6	8	10
Showchoir		1	4	6	8	10
subtotal	3					
Flag Football		1	2	4	5	6
FFB Asst		0	0	0	0	0
W MS		0	2	3	3.5	4
subtotal	15					
Cross Country		1	2	4	5	6
CC MS		1	2	3	3.5	4
subtotal	2					
Indoor Track		1	2	4	5	6
IT MS		1	2	3	3.5	4
subtotal	2					
Golf		1	2	4	5	6
subtotal	1					
Tennis		1	2	4	5	6
subtotal	1					
Bowling		2	2	4	5	6

subtotal	2					
Cheer FB		1	2	4	5	6
MS Cheer FB		1	2	3	3.5	4
Cheer BK		1	2	4	5	6
MS Cheer BK		1	2	3	3.5	4
subtotal	4					
		56	Level 1	Level 2	Level 3	Level 4

Negotiated	Level 1	Level 2	Level 3	Level 4
	Point = \$300 conversion into \$			
Negotiated	\$ 4,500	\$ 6,000	\$ 7,500	\$ 9,000
	\$ -	\$ -	\$ -	\$ -
	\$ 1,800	\$ 2,400	\$ 3,600	\$ 4,800
	\$ 1,200	\$ 1,800	\$ 2,400	\$ 3,000
	\$ 900	\$ 1,200	\$ 1,500	\$ 2,100
with varsity				
Negotiated	\$ 1,500	\$ 3,000	\$ 4,500	\$ 6,000
	\$ 600	\$ 1,200	\$ 1,500	\$ 1,800
	\$ 600	\$ 1,200	\$ 1,500	\$ 1,800
Negotiated	\$ 6,000	\$ 7,500	\$ 9,000	\$ 10,500
	\$ 1,800	\$ 2,400	\$ 3,000	\$ 3,600
	\$ 2,400	\$ 3,600	\$ 4,800	\$ 6,000
	\$ 1,200	\$ 1,800	\$ 2,400	\$ 3,000
	\$ 900	\$ 1,200	\$ 1,500	\$ 2,100
	\$ -	\$ -	\$ -	\$ -
Negotiated	\$ 4,500	\$ 6,000	\$ 7,500	\$ 9,000
	\$ 1,200	\$ 1,800	\$ 2,400	\$ 3,000
	\$ 600	\$ 1,200	\$ 1,500	\$ 1,800
	\$ 600	\$ 900	\$ 1,050	\$ 1,200
	\$ -	\$ -	\$ -	\$ -
*administrative	\$ 2,400	\$ 3,600	\$ 4,800	\$ 6,000
	\$ 600	\$ 1,200	\$ 1,500	\$ 1,800
ired				
Negotiated	\$ 3,000	\$ 4,500	\$ 6,000	\$ 7,500
	\$ 900	\$ 1,500	\$ 2,100	\$ 2,700
	\$ 600	\$ 1,050	\$ 1,200	\$ 1,500
	\$ 600	\$ 900	\$ 1,050	\$ 1,200
Negotiated	\$ 2,400	\$ 3,600	\$ 4,800	\$ 6,000
	\$ 900	\$ 1,500	\$ 2,100	\$ 2,700
	\$ 600	\$ 1,050	\$ 1,200	\$ 1,500
	\$ 600	\$ 900	\$ 1,050	\$ 1,200
	\$ -	\$ -	\$ -	\$ -
Negotiated	\$ 2,400	\$ 3,600	\$ 4,800	\$ 6,000
	\$ 900	\$ 1,500	\$ 2,100	\$ 2,700
	\$ 600	\$ 1,050	\$ 1,200	\$ 1,500
	\$ 600	\$ 900	\$ 1,050	\$ 1,200

	\$ -	\$ -	\$ -	\$ -
	\$ 2,400	\$ 3,600	\$ 4,800	\$ 6,000
	\$ 600	\$ 1,200	\$ 1,350	\$ 1,500
	\$ 600	\$ 900	\$ 1,050	\$ 1,200
	\$ -	\$ -	\$ -	\$ -
Negotiated	\$ 1,200	\$ 1,800	\$ 2,400	\$ 3,000
	\$ -	\$ -	\$ -	\$ -
	\$ 600	\$ 900	\$ 1,050	\$ 1,200
Negotiated	\$ 1,200	\$ 1,800	\$ 2,400	\$ 3,000
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ 600	\$ 900	\$ 1,050	\$ 1,200
	\$ -	\$ -	\$ -	\$ -
Negotiated	\$ 1,200	\$ 1,800	\$ 2,400	\$ 3,000
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
	\$ 600	\$ 900	\$ 1,050	\$ 1,200
	\$ -	\$ -	\$ -	\$ -
	\$ 1,200	\$ 1,800	\$ 2,400	\$ 3,000
	\$ -	\$ -	\$ -	\$ -
	\$ 1,200	\$ 1,800	\$ 2,400	\$ 3,000
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -
school				
	\$ 1,200	\$ 1,800	\$ 2,400	\$ 3,000
	\$ 1,200	\$ 1,800	\$ 2,400	\$ 3,000
	\$ 1,200	\$ 1,800	\$ 2,400	\$ 3,000
Negotiated	\$ 600	\$ 1,200	\$ 1,500	\$ 1,800
	\$ -	\$ -	\$ -	\$ -
	\$ 600	\$ 900	\$ 1,050	\$ 1,200
	\$ 600	\$ 1,200	\$ 1,500	\$ 1,800
	\$ 600	\$ 900	\$ 1,050	\$ 1,200
	\$ -	\$ -	\$ -	\$ -
	\$ 600	\$ 1,200	\$ 1,500	\$ 1,800
	\$ -	\$ -	\$ -	\$ -
	\$ 600	\$ 1,200	\$ 1,500	\$ 1,800
	\$ -	\$ -	\$ -	\$ -
	\$ 600	\$ 1,200	\$ 1,500	\$ 1,800
	\$ -	\$ -	\$ -	\$ -
	\$ 600	\$ 1,200	\$ 1,500	\$ 1,800

	\$ -	\$ -	\$ -	\$ -
	\$ 600	\$ 1,200	\$ 1,500	\$ 1,800
	\$ 600	\$ 900	\$ 1,050	\$ 1,200
	\$ 600	\$ 1,200	\$ 1,500	\$ 1,800
	\$ 600	\$ 900	\$ 1,050	\$ 1,200
	\$ -	\$ -	\$ -	\$ -
Negotiated				

Total

Sumter County Playoff Supplements

*Playoff supplements will be paid to the following staff for additional time and effort required when reaching certain levels of competition.

Playoff level	FB Head	FB Asst	Band	Band Asst	Cheer	Baseball	BB asst				
Semi Finals	1000	250	250	150	150	1000	250				
Finals	1000	250	250	150	150	1000	250				
Playoff level	Basketball	BBK Asst									
Final Four	2000	500									
Finals	2000	500									
Playoff level	Volleyball	VB Asst	Flag Football	FB Asst	Track	Track Asst					
State Tournament	500	250	500	250	500	250					

Eric G. Mackey
 Eric G. Mackey
 State Superintendent of Education
 07/11/2024

Sumter County School System
Supplemental Pay Schedule
2024-2025

Testing Coordinator	\$1,000
---------------------	---------

Must Hold or be Eligible for an Alabama Teaching Certificate