



CLASSIFIED

SALARY SCHEDULE

FY2026

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Classified Personnel

ADMINISTRATION

12 Months

Executive Secretary.....	9
Bookkeepers	9

CLERICAL

12 Months

Federal Program Secretary	9
Secretary/Central Office Secretary	9

10 Months

School Secretary	9
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COMMUNITY SCHOOL PERSONNEL

Parental Involvement/Community Education/Public Relations (Part Time)..... 9

Instructional Classified

9 months

Teacher Aide 9

Pre-K Aide..... 9

Paraprofessional/Bus Aide..... 9

Mental Health Coordinator..... 9

In School Suspension 9

12 Months

Computer Technician 9

10 Months

Truancy Safety Officer..... 9

Career Coach..... 9

MAINTENANCE

12 Months

Maintenance Supervisor 9

Maintenance Skilled Worker 9

Maintenance Man..... 9

CHILD NUTRITION PROGRAM

9 Months

CNP Manager 9

CNP Worker..... 9

TRANSPORTATION

12 Months

Transportation Supervisor	9
Mechanic.....	9
Mechanic Helper	9

9 Months

Bus Drivers	9
Special Education Bus Drivers	9
Bus Aide	9

NURSES

10 Months

Healthcare Coordinator	10
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9 Months

School Nurse	11
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INTRODUCTION

The 2025-2026 Salary Schedule provides a uniform and equitable payment of wages for service rendered by classified employees. Classified personnel include all support employees who do not work as a certified employee.

Years of experience are categorized as “YEARS OF EXPERIENCE” on the classified salary schedule. Experience for support employees will be granted based on public education experience in the system, other local education agencies (LEA) in the State of Alabama, or other public education experience outside the state. 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.

QUALIFYING EXPERIENCE

The determination of experience credit shall be given for all verified full-time satisfactory public-school experience in the field for which the previous LEA 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 by Human Resources/Payroll.

NOTE: If verified experience is received 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 the district receives the information by the 15th of the month.

OTHER INFORMATION

All employees are paid in twelve equal monthly installments, regardless of the length of the contract.

The following minimum number of days must be worked in a contract year:

Classified

Nine Months	187 Days
Ten Months	202 Days
Eleven Months	222 Days
Twelve Months	240 Days

During the years of State mandated raises, the local board has the option of granting the pay raise at the beginning of the contract year or the beginning of the fiscal year. The same shall hold true for step increases.

STEPS are as follows, 12 Months is July 1st, 11 Months is August 1st, and 9 and 10 Months is September 1st.

The Sumter County Board of Education will ensure compliance and implementation of these acts and all other laws regarding pay raises.

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. Vacations must be scheduled with the knowledge and approval of the employee's supervisor. Vacation leave more than 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.
Central Office Staff work from 8:00 A.M. – 4:00 P.M.
With one (1) hour for lunch.
- **9, 10, and 11-Month Employees** work hours (Refer to Employee Handbook).
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.

Substitute Employees

A substitute employee is a person paid on a day-to-day basis either in place of an absent employee or in a vacant or unfilled position. A substitute does not receive benefits. Substitute pay is based on a 7.5-hour workday. Substitutes working less than 7.5 hours per day will receive the appropriate pay based on the rates given below.

Substitutes, excluding bus drivers and nurses are contracted through Kelly Services.

Type of Substitute	Rate of Pay Hourly	Rate of Pay Daily
Clerical	\$12 per day	N/A
CNP Worker	\$12 per day (Not to exceed 7.5 hours)	N/A
Custodian	\$12 per day (Not to exceed 7.5 hours)	N/A
CNP Manager	\$12 per day (Not to exceed 7.5 hours)	N/A
Nurse-LPN	\$25 per hour	N/A
Nurse-RN	\$35 per hour	N/A
Transportation	N/A	Daily Rate: Day=\$60 ½ Day=\$30

**Sumter County School System
Classified Personnel
Salary Schedule-2025/2026**

Position	Mos	0-3	4-6	7-9	10+
Executive Administrative Asst. to Superintendent/HR Specialist	12	52,888	57,155	58,826	60,942
Secretary	12	28,900	31,215	33,713	35,764
Federal Programs Secretary	12	35,523	39,172	42,819	46,464
Staff Accountant	12	35,523	39,172	42,819	46,464
School Secretary	10	21,928	24,069	26,360	28,650
Paraprofessional/Bus Aide	9	21,261	23,049	24,916	26,604
Teacher's Aide	9	21,261	23,049	24,916	26,604
*Pre-K Aide	9	21,034	23,049	24,916	26,604
Bus Aide	9	11,444	12,377	13,381	14,352
Transportation Supervisor	12	52,954	54,612	58,635	65,012
Mechanic	12	50,335	43,703	47,075	50,032
Mechanic Helper	12	32,055	34,796	37,296	38,918
School Bus Driver	9	14,895	14,399	15,364	16,734
Special Education Bus Driver	9	15,846	15,951	17,111	17,696
Maintenance Supervisor	12	52,954	54,612	58,635	65,012
Maintenance Skilled Worker	12	49,565	51,180	53,358	56,100
Maintenance Man	12	35,929	37,183	39,367	41,307
Custodian	12	27,004	29,233	31,430	33,483
Child Nutrition Program Manager	12	50,230	52,135	52,840	52,858
Child Nutrition Program - 7 Hr. Worker	9	20,028	21,450	22,923	24,431
Nurse Aide	9	21,260	23,066	24,935	26,622
Computer Technician	12	46,619	49,128	51,632	54,143
Truancy/Safety Officer	10	42,731	44,128	47,330	49,632
**Mental Health Coordinator	9	47,600	49,616	51,792	53,888
**Behavior Coach	9	47,600	49,616	51,792	53,888
In School Suspension	9	20,844	22,597	24,427	26,082
Career Coach	10				65,500
***Coordinator of Student Services	9				\$60/ hour
***Parental Involvement Specialist	9				\$24/hour

9 Months=187 Days, 10 Months=202 Days, 11 Months=222 Days, 12 Months=240 days

All Classified Personnel will receive 12 monthly payments regardless of months worked

*OSR Mandated minimum Salary

**Grant Based. Salary Based off 9 Month Teacher Salary Schedule II.

***Works on an as needed basis during the school year. Part time positions do not include fringe benefits.

This Salary Schedule is based off current positions offered. Old positions that we don't foresee utilizing are not included.

**Sumter County School System
Salary Schedule II – 2025/2026
School Nurse – 10 Months (202 Day Contract)**

Years of Experience	LPN	RN-ASN	RN-BSN	RN-MSN	RN-DPN
less than 3	36,651	49,663	52,140	57,115	60,625
3 but less than 6	40,312	54,627	57,349	62,817	66,681
6 but less than 9	42,080	57,020	59,863	65,572	69,605
9	43,350	57,782	61,671	66,499	71,706
10	43,783	57,782	62,287	67,164	72,423
11	44,220	58,341	62,909	67,836	73,146
12	44,663	58,925	63,540	68,514	73,879
13	45,110	59,515	64,174	69,200	74,617
14	45,561	60,110	64,817	69,892	75,364
15	46,017	60,711	65,465	70,591	76,118
16	46,477	61,317	66,119	71,296	76,878
17	46,942	61,931	66,780	72,009	77,747
18	47,411	62,550	67,448	72,729	78,422
19	47,885	63,176	68,122	73,456	79,209
20	48,363	63,807	68,803	74,191	79,910
21	48,848	64,446	69,492	74,934	80,801
22	49,336	65,090	70,186	75,682	81,607
23	49,830	65,741	70,889	76,439	82,424
24	50,328	66,399	71,598	77,158	83,249
25	50,831	67,062	72,313	77,976	84,081
26	51,339	67,732	73,036	78,755	84,922
27	51,853	68,411	73,768	79,544	85,772
28	52,372	69,094	74,505	80,338	86,628
29	52,895	69,786	75,250	81,142	87,495
30	53,422	70,483	76,031	81,952	88,369
31	53,958	71,187	76,761	82,772	89,253
32	54,498	71,900	77,531	83,600	90,146
33	55,042	72,619	78,304	84,436	91,048
34	55,592	73,345	79,087	85,280	91,958
35	56,149	74,079	79,879	86,134	92,878

Sumter County School System
Salary Schedule II – 2025/2026
School Nurse – 9 Months (187 Day Contract)

Years of Experience	LPN	RN-ASN	RN-BSN	RN-MSN	RN-DPN
less than 3	33,929	44,764	48,268	52,049	56,123
3 but less than 6	37,319	49,235	53,090	57,248	61,729
6 but less than 9	38,955	51,394	55,418	59,758	64,436
9	40,131	52,945	57,091	61,561	66,382
10	40,532	53,475	57,662	62,176	67,045
11	40,937	54,009	58,238	62,798	67,115
12	41,347	54,550	58,821	63,427	68,393
13	41,760	55,095	59,409	64,061	69,076
14	42,178	55,646	60,004	64,702	69,768
15	42,600	56,203	60,603	65,349	70,466
16	43,026	56,764	61,209	66,002	71,169
17	43,456	57,332	61,821	66,662	71,881
18	43,891	57,905	62,439	67,338	72,601
19	44,329	58,485	63,064	68,001	73,327
20	44,772	59,069	63,694	68,682	74,059
21	45,221	59,661	64,331	69,369	74,801
22	45,673	60,257	64,974	70,062	75,547
23	46,130	60,859	65,625	70,763	76,303
24	46,591	61,468	66,282	71,471	77,067
25	47,057	62,082	66,944	72,185	77,787
26	47,527	62,702	67,613	72,907	78,615
27	48,002	63,331	68,290	73,637	79,403
28	48,483	63,963	68,972	74,372	80,195
29	48,967	64,604	69,662	75,117	80,998
30	49,457	65,249	70,358	75,867	81,807
31	49,951	65,901	71,061	76,625	82,625
32	50,451	66,561	71,773	77,393	83,452
33	50,955	67,226	72,489	78,166	84,287
34	51,464	67,892	73,215	78,947	85,129
35	51,979	68,578	73,947	79,737	85,981

**Sumter County School System
Supplemental Pay Schedule
2025-2026**

Capital Planner - \$6,000.00

Bus Supplement

Field Trip - \$16.00/per hour

Overnight Field Trip - \$16.00/per hour up to 8 hours

Career Tech Midday Route - \$25.00/per route

Bus supplements are for one year only and are not included when the base salary is computed. The Director of Transportation must recommend a particular individual for a specific supplement each school year. No continuing service status in the supplement position is implied or should be assumed by the individual receiving a supplement.