



SUMTER COUNTY

S C H O O L S

Learning Today, Leading Tomorrow

CLASSIFIED

SALARY SCHEDULE

FY2025

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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 the District 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 by Human Resources/Payroll.

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 the 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.

Substitute Employees

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 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 - 2024/2025

Years of Experience	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	\$37,764
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	\$28,660
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	\$40,335	\$43,703	\$47,075	\$50,432
Mechanic Helper	12	\$32,505	\$34,796	\$37,296	\$38,918
School Bus Driver	9	\$14,895	\$14,939	\$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	\$35,992	\$37,183	\$39,867	\$41,807
Custodian	12	\$27,204	\$29,323	\$31,430	\$33,454
Child Nutrition Program Manager	9	\$23,040	\$25,513	\$26,840	\$28,388
Child Nutrition Program - 7 Hr Worker	9	\$20,028	\$21,450	\$22,923	\$24,451
Child Nutrition Program - 6 Hr Worker	9	\$17,167	\$18,358	\$19,593	\$20,873
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
In School Suspension	9	\$20,844	\$22,597	\$24,427	\$26,082
Career Coach	10				\$65,500
***Parental Involvement Specialist/Community Education/Public Relations	Part-Time				

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

***\$24.00 a hour. 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 - 2024/2025
 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	\$77,647
18	\$47,411	\$62,550	\$67,448	\$72,729	\$78,424
19	\$47,885	\$63,176	\$68,122	\$73,456	\$79,209
20	\$48,363	\$63,807	\$68,803	\$74,191	\$80,000
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	\$77,204	\$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	\$53,424	\$70,483	\$76,001	\$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 - 2024/2025
 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	\$67,715
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	\$67,328	\$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	\$77,837
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	\$67,898	\$73,215	\$78,947	\$85,129
35	\$51,979	\$68,578	\$73,947	\$79,737	\$85,981

Sumter County School System
Supplemental Pay Schedule
2024-2025

Capital Planner	\$6,000.00
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Bus Supplement

Field Trip	\$16.00/per hour
Overnight Field Trip	\$16.00/per hour up to 8 hrs.
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.