



CERTIFIED

SALARY SCHEDULE

FY2026

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CERTIFIED PERSONNEL

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

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INTRODUCTION

The 2025-2026 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 in the salary schedule are based on years of experience, degree/certification, and/or assignment. Effective February 1, 1996, certified employees 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 local education agencies (LEA) in the State of Alabama, as well as outside the state, 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 teacher's 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.

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 local education agency 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: speech pathologist, instructional support teacher, guidance counselor, 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 \$125 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 (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. CODES 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
- 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 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 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.
- 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.
- 9, 10, and 11-Month Employees work hours (Refer to Employee Handbook)

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).

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 student's 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
2025/2026**

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	64,653	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	84,895	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
2025/2026**

Public School Experience 10 months - (202 Day Contract)

Years of Experience	Bachelors (BA)	Masters (MS)	6 Year (AA)	Doctorate (DO)	Non-Degree (ND)
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	77,153	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	79,586	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	84,678	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	87,434	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	89,922	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
2025/2026**

Public School Experience 11 months - (222 Day Contract)

Years of Experience	Bachelors (BA)	Masters (MS)	6 Year (AA)	Doctorate (DO)	Non-Degree (ND)
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	87,860	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	86,862	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	99,989	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
2025/2026**

Public School Experience 12 months - (240 Day Contract)

Years of Experience	Bachelors (BA)	Masters (MS)	6 Year (AA)	Doctorate (DO)	Non-Degree (ND)
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	95,783	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
2025/2026**

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	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	89,196	67,077
33	67,647	77,907	84,027	90,102	67,647
34	68,242	78,686	84,867	91,003	68,242
35	69,109	79,473	85,715	91,912	69,109

**Sumter County School System
Salary Schedule II
2025/2026**

Public School Experience 10 months - (202 Day Contract)

Years of Experience	Bachelors (BA)	Masters (MS)	6 Year (AA)	Doctorate (DO)	Non-Degree (ND)
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	76,554	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	80,653	60,579
15	61,181	70,358	75,883	81,369	61,181
16	61,978	71,060	76,641	82,183	61,978
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	64,645
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	99,285	74,653

**Sumter County School System
Salary Schedule II
2025/2026**

Public School Experience 11 months - (222 Day Contract)

Years of Experience	Bachelors (BA)	Masters (MS)	6 Year (AA)	Doctorate (DO)	Non-Degree (ND)
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	85,077	91,224	68,593
18	69,281	79,671	85,923	92,134	69,281
19	69,972	80,466	86,873	93,055	69,972
20	70,671	81,268	87,650	93,987	70,671
21	71,375	82,081	88,527	94,924	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	98,876	74,273
26	75,015	86,265	93,043	99,969	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
2025/2026**

Public School Experience 12 months - (240 Day Contract)

Years of Experience	Bachelors (BA)	Masters (MS)	6 Year (AA)	Doctorate (DO)	Non-Degree (ND)
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	82,674	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
2025/2026**

Public School Experience months - (189 Day Contract)

Years of Experience	Bachelors (BA)	Masters (MS)	6 Year (AA)	Doctorate (DO)
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
2025/2026**

Public School Experience 12 months - (240 Day Contract)

Years of Experience	Bachelors (BA)	Masters (MS)	6 Year (AA)	Doctorate (DO)	Non-Degree (ND)
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
Career Tech 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:

- Supplements above allocated amounts must be paid by school / sport

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

- Camp proceeds capped at 50% to go towards compensation

PLAYOFF supplements

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

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 2025-2026 is \$300 (1 Point= \$300 conversion into \$)**

Football

Position	Level 1 Points	Level 2 Points	Level 3 Points	Level 4 Points
FB HS Head Coach	15	20	25	30
FB HS Asst. Coach	6	8	12	16
FB MS Coach	4	6	8	10
FB MS Asst. Coach	3	4	5	7

****Middle School coaches add 4 points for working with varsity***

Band

Position	Level 1 Points	Level 2 Points	Level 3 Points	Level 4 Points
Band HS Director	5	10	15	20
Band MS Director	2	4	5	6
Auxiliaries (yearly)	2	4	5	6

****Auxiliaries supplement available (volunteer or SCS staff member)***

****Add 0-4 points for coordinating all auxiliaries***

****Band boosters may add funding for summer camp***

Basketball

Position	Level 1 Points	Level 2 Points	Level 3 Points	Level 4 Points
BK HS Head Boys	20	25	30	35
BK HS asst. coach	6	8	10	12
BK HS Jr. Varsity	8	12	16	20
BK MS Head coach	4	6	8	10
BK MS asst. coach	3	4	5	7
subtotal				
BK HS-G Head Coach	15	20	25	30
BK HS-G asst. coach	4	6	8	10
BK MS-G Head Coach	2	4	5	6
BK MS –G asst. coach	2	3	3.5	4

Athletic Director

Position	Level 1 Points	Level 2 Points	Level 3 Points	Level 4 Points
Athletic Director	8	12	16	20
Admin/AD	2	4	5	6

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

Volleyball

Position	Level 1 Points	Level 2 Points	Level 3 Points	Level 4 Points
VB HS Head Coach	10	15	20	25
VB HS asst. coach	3	5	7	9
VB MS Head Coach	2	3.5	4	5
VB MS asst. coach	2	3	3.5	4

Baseball

Position	Level 1 Points	Level 2 Points	Level 3 Points	Level 4 Points
BB HS Head Coach	8	12	16	20
BB HS asst. coach	3	5	7	9
BB MS Head coach	2	3.5	4	5
BB MS asst. coach	2	3	3.5	4

Softball

Position	Level 1 Points	Level 2 Points	Level 3 Points	Level 4 Points
SB HS Head Coach	8	12	16	20
SB HS asst. coach	3	5	7	9
SB MS Head coach	2	3.5	4	5
SB MS asst. coach	2	3	3.5	4

Track

Position	Level 1 Points	Level 2 Points	Level 3 Points	Level 4 Points
TR HS Head Coach	8	12	16	20
TR HS asst. coach	2	4	4.5	5
TR MS Head Coach	2	3	3.5	4

Athletic Trainer/Field Maintenance

Position	Level 1 Points	Level 2 Points	Level 3 Points	Level 4 Points
Athletic Trainer	4	6	8	10
subtotal				
Field Maintenance	4	6	8	10

****Level 4 Field Maintenance requires work at least 2x per week through the summer and the normal after.***

Fine Arts Department

Position	Level 1 Points	Level 2 Points	Level 3 Points	Level 4 Points
Drama/Theatre	4	6	8	10
Broadcasting	4	6	8	10
Show-Choir	4	6	8	10

Flag Football

Position	Level 1 Points	Level 2 Points	Level 3 Points	Level 4 Points
FFB-G HS Head Coach	2	4	5	6
FFB-G HS asst. coach				
FFB-G MS Head Coach	2	3	3.5	4

Cross Country/Track

Position	Level 1 Points	Level 2 Points	Level 3 Points	Level 4 Points
CC HS Head Coach	2	4	5	6
CC MS Head Coach	2	3	3.5	4
subtotal				
Indoor TR HS Head Coach	2	4	5	6
Indoor TR MS Head Coach	2	3	3.5	4

Spirit Department

Position	Level 1 Points	Level 2 Points	Level 3 Points	Level 4 Points
Cheer-FB HS Coach	2	4	5	6
Cheer-FB MS Coach	2	3	3.5	4
Cheer-BK HS Coach	2	4	5	6
Cheer-BK MS Coach	2	3	3.5	4

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	1,000	250	250	150	150	1,000	250
Finals	1,000	250	250	150	150	1,000	250
Playoff Level	Basketball	BBK Asst.					
Final Four	2,000	500					
Finals	2,000	500					
Playoff Level	Volleyball	VB Asst.	Flag Football	FFB Asst.	Track	Track Asst.	
State Tournament	500	250	500	250	500	250	

Sumter County School System
Supplemental Pay Schedule
2025 – 2026

Position	Amount
Testing Coordinator	1,000
Robotics Sponsor	1,000

****Must hold or be eligible for an Alabama Teaching Certificate***