

APPENDIX A: SALARY SCHEDULES

SALARY SCHEDULES B (1)

*TEACHER PLACEMENT SALARY SCHEDULE (2024-25)

Advanced Degree Supplements Based on 196-Day Schedule:

Masters: 2667 Specialist/Doctorate: 3667

YEARS OF COMPLETED EXPERIENCE	SALARY RANGES
0	\$55,137 -
1	\$55,137 -
2	\$55,137 - \$57,770
3	\$55,137 - \$59,864
4	\$55,137 - \$59,324
5	\$55,137 - \$60,749
6	\$55,137 - \$60,749
7	\$55,137 - \$60,749
8	\$55,137 - \$60,749
9	\$55,137 - \$61,046
10	\$56,887 - \$64,256
11	\$56,887 - \$64,515
12	\$56,887 - \$66,266
13	\$57,257 - \$66,607
14	\$57,257 - \$66,607
15	\$57,257 - \$67,499
16	\$58,155 - \$67,125
17	\$59,000 - \$68,374
18	\$59,866 - \$68,374
19	\$60,585 - \$67,344
20	\$62,680 - \$71,360
20+	\$63,525 - \$90,371

Salary ranges vary due to differences in performance based payouts from year to year.

Salary ranges include retention supplements and signing bonuses.

All newly hired teachers will be placed on the salary level reflective of their years of satisfactory experience. Upon presentation of evidence of their hourly wage on regular salary from their last employment and two most recent years' evaluation within ninety (90) days of employment, the teacher will be placed as indicated on the range not to exceed a Sumter teacher's salary at the same experience level. Until verification of the preceding is received, the teacher will be paid at the lowest Sumter salary at that experience level; if verification is not received within the ninety (90) days from date of employment, the teacher will remain at the lowest level until the following year.

Teachers who have teaching experience in Sumter County will receive salary based on their placement on the Placement Salary Schedule or their last salary earned in the district based on the same contract length, whichever is greater.

SALARY SCHEDULE NOTES

Teaching experience must be in a Public School System (K-16) or in a regionally accredited private school (K-16). Career and Technical Education teachers working under a district-issued certificate may be awarded up to 10 years of experience specifically related to their teaching assignment, above the work experience required for certification. Speech Language Pathologists may be awarded up to 10 years of non-school, D.O.H. licensed experience specifically related to speech pathology. Experience for United States military service may be counted for up to 4 years (10 months of service for each year of experience granted). A year's teaching experience must include at least 99 days active duty during a school year.

Salary payments will be divided into equal amounts based on the number of payments due and no adjustments will be made if the total annual payments are within ten (10) cents of the stated amounts in the schedule.

After successful completion of a post graduate degree (masters', specialist, or doctorate) at midyear, a teacher would be eligible to receive one half of the Advanced Degree Supplement spread over the remaining checks beginning with March. All paperwork must be completed and on file in the County Office by January 31, to be eligible.

An advanced degree supplement will only be awarded if in area of certification.

Retroactive pay will not be paid to any person who has separated from the district prior to ratification date, except for normal or disability retirement.

APPENDIX A

SALARY SCHEDULE B (2)

*PSYCHOLOGIST PLACEMENT SALARY SCHEDULE (2024-25)

Advanced Degree Supplements Based on 196-Day Schedule:

Specialist/Doctorate: 1000

YEARS OF COMPLETED EXPERIENCE	SALARY (198 Days)	SALARY (250 Days)
0	\$59,930	\$75,144
1	\$60,148	\$75,419
2	\$60,584	\$75,970
3	\$61,019	\$76,519
4	\$61,454	\$77,069
5	\$61,890	\$77,618
6	\$62,325	\$78,168
7	\$62,760	\$78,717
8	\$63,195	\$79,267
9	\$63,632	\$79,818
10	\$65,817	\$82,117
11	\$66,470	\$82,942
12	\$67,123	\$83,766
13	\$67,777	\$84,592
14	\$68,429	\$85,416
15	\$69,082	\$86,240
16	\$70,062	\$87,477
17	\$71,042	\$88,715
18	\$72,130	\$90,089
19	\$73,219	\$91,464
20	\$75,557	\$94,088
20+	\$76,646	\$95,462

Salary ranges vary due to differences in performance based payouts from year to year.

Salaries include retention supplements and signing bonuses.

All newly hired psychologists will be placed on the salary level reflective of their years of satisfactory experience. Upon presentation of evidence of their hourly wage on regular salary from their last employment and two most recent years' evaluation within ninety (90) days of employment, the psychologist will be placed as indicated on the range not to exceed a Sumter psychologist's salary at the same experience level. Until verification of the preceding is received, the psychologist will be paid at the lowest Sumter salary at that experience level; if verification is not received within the ninety (90) days from date of employment, the teacher will remain at the lowest level until the following year.

Psychologists who have psychologist experience in Sumter County will receive salary based on their placement on the Placement Salary Schedule or their last salary earned in the district based on the same contract length, whichever is greater.

SALARY SCHEDULE NOTES

Psychologist experience must be in a Public School System (K-16) or in a regionally accredited private school (K-16). Experience for United States military service may be counted for up to 4 years (10 months of service for each year of experience granted). A year's psychologist experience must include at least 99 days active duty during a school year.

Salary payments will be divided into equal amounts based on the number of payments due and no adjustments will be made if the total annual payments are within ten (10) cents of the stated amounts in the schedule.

After successful completion of a post graduate degree (specialist or doctorate) at midyear, a psychologist would be eligible to receive one half of the Advanced Degree Supplement spread over the remaining checks beginning with March. All paperwork must be completed and on file in the County Office by January 31, to be eligible.

An advanced degree supplement will only be awarded if in area of certification.

Retroactive pay will not be paid to any person who has separated from the district prior to ratification date, except for normal or disability retirement.