

## 2023-2024 Instructional Placement Salary Schedule

EXPERIENCE	DAYS PER YEAR	TEACHER-BACHELOR'S	PSYCHOLOGIST-MASTER'S
0	203	\$54,242	\$59,035
1	203	\$54,242	\$59,253
2	203	\$54,242 - \$56,378	\$59,689
3	203	\$54,242 - \$57,304	\$60,124
4	198	\$54,242 - \$57,310	\$60,560
5	198	\$54,242 - \$57,310	\$60,995
6	198	\$54,242 - \$57,310	\$61,430
7	198	\$54,242 - \$57,310	\$61,865
8	198	\$54,242 - \$57,611	\$62,301
9	198	\$54,242 - \$59,069	\$62,737
10	198	\$55,492 - \$61,072	\$64,422
11	198	\$55,492 - \$62,830	\$65,075
12	198	\$55,492 - \$63,163	\$65,728
13	198	\$55,862 - \$64,066	\$66,382
14	198	\$55,862 - \$64,066	\$67,035
15	198	\$55,862 - \$63,686	\$67,688
16	198	\$56,760 - \$64,937	\$68,667
17	198	\$56,760 - \$64,937	\$69,647
18	198	\$58,471 - \$64,478	\$70,735
19	198	\$59,190 - \$66,679	\$71,825
20	198	\$61,285 - \$66,440	\$74,163
20+	198	\$62,130 - \$87,349	\$75,251

## Board Benefits

Florida Retirement System - Pension Plan - SCSB Contribution	13.57%
Florida Retirement System - Investment Plan - SCSB Contribution	8.3%
Insurance - SCSB Contribution	\$653

## Differentiated Pay Supplements

Master's Degree in Area of Certification	\$2,667
Specialist or Doctorate Degree in Area of Certification	\$3,667
District Critical Shortage Area – Speech Language Pathologist	\$6,000
Medicaid Billing – Speech Language Pathologist	\$975
Exceptional Student Education (ESE) Teachers in Self-Contained (SC) Classrooms	\$500
Fully-certified, ESE Support Teachers - Inclusion, ESE Resource, Vision, Deaf and Hard of Hearing and Behavior Specialists	\$500
In-Field, ESE Teachers in SC Classrooms with a Prior Rating of Developing or Higher	\$2,000
Teachers Working in Critical Needs Schools – Schools Identified Annually	\$500
Band Master - High School	\$3,675
Band Master - Middle School	\$1,725
Agriculture Teacher - High School	\$2,475
Agriculture Teacher - Middle School	\$1,875
Clinical Educators who Mentor a Novice Teacher for a School Year	\$900
Secondary Reading Certified Teachers Teaching ELA or Reading > than 50% of the Day	\$750
Secondary Reading Certified Teachers Teaching ELA or Reading 50% or More of the Day	\$1,500
Dual Enrollment Teachers	\$1,500

## Hiring Highlights

All newly hired teachers and psychologists are placed on the salary level reflective of their years of satisfactory experience.

Evidence of a higher base salary from a previous employer and two most recent evaluations, will result in a higher placement as indicated on the range not to exceed a current employee's salary at the same experience level. Until verification of the preceding is received, the employee will be paid at the lowest salary for the experience level; if verification is not received within ninety days from date of employment, the employee will remain at the lowest level until the following year.

Teaching and psychologist 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 ten years of experience specifically related to their teaching assignment, above the work experience required for certification.

Speech Language Pathologists may be awarded up to ten 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 four years.

A year's teaching or psychologist experience must include at least ninety-nine (99) days active duty during a school year.

Progression to a higher pay level is not automatic from one employment year to the next. The district uses a performance based pay plan for all teachers and psychologists.

# Sumter District Schools Excel

- ✓ **Sumter is academically ranked 13<sup>th</sup> out 67 districts in Florida!**
- ✓ **Sumter has been graded an 'A' or 'B' since 2004.**
- ✓ **Sumter is above the state average on required state assessments in 100% of grade levels.**
- ✓ **Sumter is rated an 'Aa3' by Moody's for fiscal soundness.**
- ✓ **Sumter has a beginning teacher salary of \$54,242.**
- ✓ **Sumter schools are recognized as Florida Schools of Excellence, National Title I Schools of Distinction, Exceeding Expectations (E2) Award Winners and AVID National Demonstration sites.**
- ✓ **Sumter is recognized by College Board for increased opportunities for underserved youth!**

### Superintendent of Schools

**Richard A. Shirley**

### Board Members

District 1 **Sally Moss**

District 2 **Brett Sherman**

District 3 **David A. Williams**

District 4 **Russell Hogan**

District 5 **Kathie L. Richard**

*"We have many successes to be proud of due to the hard work of our teachers, administrators, staff, volunteers, parents and students. Thanks to our outstanding school board, we continue to implement initiatives at all schools to support student safety and achievement.*

*- Rick Shirley, Superintendent*