

**Basic Education Program Salary Schedule for Licensed Instructional Personnel
and
State Mandated Minimum Salary Schedule for Superintendents/Directors of
Schools for Fiscal Year 2011-2012**

The Background:

This year's minimum salary schedule contains a 1.6% percent across the board increase.

T.C.A. §49-3-306(a), states "The commissioner, as approved by the state board of education, shall annually formulate a table of training and experience factors and a state salary schedule to be effective for each school year, which shall be applicable to all licensed personnel in every LEA, and which shall include an established base salary per school year consisting of a term of two hundred (200) days for beginning licensed personnel with a bachelor's degree and zero (0) years of experience. Licensed personnel having more training and experience shall receive more than the established base per school year. Certified personnel having less training and experience shall receive less than the established base per school year."

T.C.A. §49-5-402(a), states "After the election of teachers, as provided in this title, the director of schools shall establish the salary rating of each person employed as teacher or principal-teacher, and also the director of schools and other school personnel employed on a system-wide basis in the public schools, using for this purpose the established training and experience of such school personnel and the respective state salary schedule for the school year, as prescribed by the state board of education and approved by the commissioner of education."

Rules of the Tennessee Department of Education and the Rules, Regulations and Minimum Standards of the State Board of Education for the operation of public schools Rule 0520-1-2-.02 (1) states "The State Board of Education shall adopt annual salary schedule(s) for all licensed personnel; such salary schedule(s) shall be effective for all school systems."

The Master Plan Connection:

The agenda item supports the sufficient resources component of the State Board of Education's *Master Plan* through establishing an improved minimum statewide salary schedule.

The Recommendation:

The Department of Education recommends adoption of the Basic Education Program Salary Schedule for Licensed Instructional Personnel and the State Mandated

Minimum Salary Schedule for Superintendents/Directors of Schools, effective July 1, 2011, on final reading. The SBE staff concurs with this recommendation.

**TENNESSEE DEPARTMENT OF EDUCATION
 BASIC EDUCATION PROGRAM SALARY SCHEDULE
 LICENSED INSTRUCTIONAL PERSONNEL
 Effective July 1, 2011 - 1.6% Salary Increase**

| YEARS OF EXPERIENCE | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
|-------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| DOCTORATE | | | | | | | | | | | | | | | | | | | | | |
| Teachers & Principals | 39,790 | 40,360 | 40,360 | 41,035 | 41,895 | 42,760 | 43,930 | 44,865 | 46,230 | 47,230 | 47,405 | 48,415 | 48,620 | 49,665 | 49,845 | 50,915 | 50,915 | 51,835 | 51,835 | 52,785 | 52,785 |
| System-Wide Personnel | 40,755 | 41,335 | 41,335 | 42,010 | 42,905 | 43,790 | 44,990 | 45,940 | 47,325 | 48,360 | 48,540 | 49,585 | 49,785 | 50,865 | 51,040 | 52,140 | 52,140 | 53,080 | 53,080 | 54,055 | 54,055 |
| EDUCATION SPECIALIST | | | | | | | | | | | | | | | | | | | | | |
| Teachers & Principals | 36,610 | 37,175 | 37,175 | 37,780 | 38,545 | 39,355 | 40,430 | 41,300 | 42,530 | 43,455 | 43,630 | 44,565 | 44,755 | 45,710 | 45,900 | 46,890 | 46,890 | 47,715 | 47,715 | 48,560 | 48,560 |
| System-Wide Personnel | 37,905 | 38,490 | 38,490 | 39,120 | 39,920 | 40,750 | 41,860 | 42,760 | 44,050 | 44,995 | 45,180 | 46,145 | 46,345 | 47,325 | 47,535 | 48,545 | 48,545 | 49,410 | 49,410 | 50,285 | 50,285 |
| MASTER'S + 30 SEMESTER HOURS | | | | | | | | | | | | | | | | | | | | | |
| Teachers & Principals | 35,170 | 35,745 | 35,745 | 36,305 | 37,030 | 37,830 | 38,845 | 39,665 | 40,830 | 41,705 | 41,900 | 42,805 | 42,965 | 43,900 | 44,080 | 45,015 | 45,015 | 45,800 | 45,800 | 46,605 | 46,605 |
| System-Wide Personnel | 36,435 | 37,030 | 37,030 | 37,620 | 38,365 | 39,195 | 40,240 | 41,090 | 42,300 | 43,215 | 43,405 | 44,350 | 44,510 | 45,480 | 45,660 | 46,635 | 46,635 | 47,445 | 47,445 | 48,280 | 48,280 |
| MASTER | | | | | | | | | | | | | | | | | | | | | |
| Teachers & Principals | 33,010 | 33,590 | 33,590 | 34,120 | 34,820 | 35,575 | 36,535 | 37,330 | 38,440 | 39,265 | 39,445 | 40,300 | 40,470 | 41,350 | 41,550 | 42,440 | 42,440 | 43,180 | 43,180 | 43,925 | 43,925 |
| System-Wide Personnel | 34,260 | 34,870 | 34,870 | 35,420 | 36,145 | 36,930 | 37,920 | 38,745 | 39,915 | 40,765 | 40,940 | 41,840 | 42,000 | 42,925 | 43,120 | 44,055 | 44,055 | 44,810 | 44,810 | 45,595 | 45,595 |
| BACHELOR | | | | | | | | | | | | | | | | | | | | | |
| Teachers & Principals | 29,680 | 30,235 | 30,235 | 30,705 | 31,300 | 31,950 | 32,790 | 33,480 | 34,460 | 35,185 | 35,335 | 36,100 | 36,265 | 37,025 | 37,195 | 37,990 | 37,990 | 38,625 | 38,625 | 39,275 | 39,275 |
| System-Wide Personnel | 30,940 | 31,525 | 31,525 | 32,010 | 32,635 | 33,305 | 34,190 | 34,905 | 35,920 | 36,675 | 36,840 | 37,635 | 37,810 | 38,600 | 38,775 | 39,605 | 39,605 | 40,265 | 40,265 | 40,940 | 40,940 |
| THREE YEARS OF COLLEGE | 25,235 | 25,700 | 25,700 | 26,100 | 26,615 | 27,165 | 27,870 | 28,465 | 29,285 | 29,900 | 30,040 | 30,690 | 30,830 | | | | | | | | |
| TWO YEARS OF COLLEGE | 24,485 | 24,955 | 24,955 | 25,330 | 25,825 | 26,360 | 27,045 | 27,630 | 28,425 | 29,025 | 29,155 | 29,780 | 29,920 | | | | | | | | |
| ONE YEAR OF COLLEGE | 23,750 | 24,195 | 24,195 | 24,560 | 25,045 | 25,565 | 26,225 | 26,780 | 27,560 | | | | | | | | | | | | |
| 0 YEAR OF COLLEGE | 23,005 | 23,430 | 23,430 | 23,790 | 24,255 | 24,760 | 25,415 | 25,945 | 26,700 | | | | | | | | | | | | |

Footnotes:

Note 1: See State Board of Education *Rules, Regulations and Minimum Standards* 0520-2-4-.01(15), Advanced Academic Training Acceptable for Purposes of Salary Rating on the License, regarding master's degree, master's degree plus 30 semester hours, education specialist's degree, and doctor's degree designations.

Note 2: A principal shall receive \$8.00 per month for ten months for each full-time teacher under his/her supervision up to and including 20 full-time teachers.

Note 3: Occupational education teachers with less than a bachelor's degree who hold the occupational education license shall be paid on a bachelor's degree.

Note 4: For a supervising teacher of instruction, add \$20.00 for each teacher supervised to a maximum of 50 teachers. Less than full-time will be reduced proportionally.

Note 5: For a supervising teacher of instruction with less than a bachelor's degree, rate the person as though they hold a bachelor's degree.

**TENNESSEE DEPARTMENT OF EDUCATION
STATE MANDATED MINIMUM SALARY SCHEDULE
SUPERINTENDENTS/DIRECTORS
Effective July 1, 2011 - 1.6% Salary Increase**

| YEARS OF EXPERIENCE | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| DESCRIPTION OF TRAINING | | | | | | | | | | | | | | | | |
| <u>DOCTORATE</u> | | | | | | | | | | | | | | | | |
| County Superintendents/Directors | 52,795 | 53,950 | 55,125 | 56,280 | 57,435 | 58,590 | 59,750 | 60,910 | 62,080 | 63,220 | 64,520 | 65,680 | 66,830 | 68,000 | 69,150 | 70,305 |
| City/Special School District Superintendents/Directors | 36,960 | 37,735 | 38,500 | 39,415 | 40,185 | 41,075 | 41,860 | 42,630 | 43,530 | 44,305 | 45,070 | 45,975 | 46,745 | 47,520 | 48,425 | 49,195 |
| <u>EDUCATION SPECIALIST</u> | | | | | | | | | | | | | | | | |
| County Superintendents/Directors | 49,840 | 50,995 | 52,155 | 53,320 | 54,470 | 55,625 | 56,805 | 57,955 | 59,240 | 60,390 | 61,560 | 62,715 | 63,870 | 65,035 | 66,190 | 67,345 |
| City/Special School District Superintendents/Directors | 34,900 | 35,670 | 36,450 | 37,350 | 38,120 | 39,020 | 39,785 | 40,565 | 41,465 | 42,235 | 43,010 | 43,915 | 44,680 | 45,585 | 46,360 | 47,135 |
| <u>MASTER'S + 30 SEMESTER HOURS</u> | | | | | | | | | | | | | | | | |
| County Superintendents/Directors | 49,195 | 50,355 | 51,510 | 52,795 | 53,950 | 55,125 | 56,280 | 57,435 | 58,590 | 59,750 | 60,910 | 62,080 | 63,220 | 64,520 | 65,680 | 66,830 |
| City/Special School District Superintendents/Directors | 34,515 | 35,285 | 36,055 | 36,960 | 37,735 | 38,500 | 39,415 | 40,185 | 41,075 | 41,860 | 42,630 | 43,530 | 44,305 | 45,070 | 45,975 | 46,745 |
| <u>MASTER</u> | | | | | | | | | | | | | | | | |
| County Superintendents/Directors | 48,040 | 49,195 | 50,355 | 51,510 | 52,795 | 53,950 | 55,125 | 56,280 | 57,435 | 58,590 | 59,750 | 60,910 | 62,080 | 63,220 | 64,520 | 65,680 |
| City/Special School District Superintendents/Directors | 33,625 | 34,515 | 35,285 | 36,055 | 36,960 | 37,735 | 38,500 | 39,415 | 40,185 | 41,075 | 41,860 | 42,630 | 43,530 | 44,305 | 45,070 | 45,975 |
| <u>BACHELOR</u> | | | | | | | | | | | | | | | | |
| County Superintendents/Directors | 46,880 | 48,040 | 49,195 | 50,355 | 51,510 | 52,795 | 53,950 | 55,125 | 56,280 | 57,435 | 58,590 | 59,750 | 60,910 | 62,080 | 63,220 | 64,520 |
| City/Special School District Superintendents/Directors | 32,830 | 33,625 | 34,515 | 35,285 | 36,055 | 36,960 | 37,735 | 38,500 | 39,415 | 40,185 | 41,075 | 41,860 | 42,630 | 43,530 | 44,305 | 45,070 |

Notes:

- (1) To the superintendents' state mandated minimum base salary add: \$3.64 per ADM based on the following steps:
 - (a) ADM is rounded to the nearest 100 up to a maximum of 5,500.
 - (b) Deduct 300 from rounded ADM to determine eligible ADM.

- (2) Superintendents' Total Compensation:
 - (a) Is defined as all compensation paid by LEA, regardless of source or purpose.
 - (b) Must be equal to or greater than the amount determined by the State Mandated Minimum Salaries.
 - (c) Systems with salaries above the State Mandated Minimum Salaries are not required to raise salaries.