

# Sequatchie County Schools

## TEACHER PRELIMINARY SALARY SCHEDULE

2018-2019

Sequatchie County Schools plan to utilize a single-lane salary schedule with step advancement for performance or advanced degree attainment.

### New Teacher Pay Schedule

New teachers hired by Sequatchie County will utilize a defined schedule, moving forward one step per year, regardless of Overall TEAM score. After year 3, new teachers will slot into the SCS single-lane schedule. New teachers to SCS (but with previous teaching experience) will slot into the single-lane schedule based on the teacher salary placement chart.

#### Starting Pay - New Teachers

ENTRY LEVEL	BACHELOR	ADVANCED
A	\$39,100	\$42,600
B	\$39,350	\$42,850
C	\$39,600	\$43,100

(Proceed to Step 0) (Proceed to Step 14)

#### Single-Lane Pay Schedule

Teachers may progress forward on the single-lane pay schedule based on overall evaluation (TEAM) performance and advanced degree attainment.

STEP			STEP			STEP	
0	39,600		37	48,850		74	58,100
1	39,850		38	49,100		75	58,350
2	40,100		39	49,350		76	58,600
3	40,350		40	49,600		77	58,850
4	40,600		41	49,850		78	59,100
5	40,850		42	50,100		79	59,350
6	41,100		43	50,350		80	59,600
7	41,350		44	50,600		81	59,850
8	41,600		45	50,850		82	60,100
9	41,850		46	51,100		83	60,350
10	42,100		47	51,350		84	60,600
11	42,350		48	51,600		85	60,850
12	42,600		49	51,850		86	61,100
13	42,850		50	52,100		87	61,350
14	43,100		51	52,350		88	61,600
15	43,350		52	52,600		89	61,850
16	43,600		53	52,850		90	62,100
17	43,850		54	53,100		91	62,350
18	44,100		55	53,350		92	62,600
19	44,350		56	53,600		93	62,850
20	44,600		57	53,850		94	63,100
21	44,850		58	54,100		95	63,350
22	45,100		59	54,350		96	63,600
23	45,350		60	54,600		97	63,850
24	45,600		61	54,850		98	64,100
25	45,850		62	55,100		99	64,350
26	46,100		63	55,350		100	64,600
27	46,350		64	55,600		101	64,850
28	46,600		65	55,850		102	65,100
29	46,850		66	56,100		103	65,350
30	47,100		67	56,350		104	65,600
31	47,350		68	56,600		105	65,850
32	47,600		69	56,850		106	66,100
33	47,850		70	57,100		107	66,350
34	48,100		71	57,350		108	66,600
35	48,350		72	57,600		109	66,850
36	48,600		73	57,850		110	67,100

**EVALUATION PERFORMANCE**

LEVEL 5	3 STEPS	\$750
LEVEL 4	2 STEPS	\$500
LEVEL 3	1 STEP	\$250

**ADVANCED DEGREE ATTAINMENT**

1ST ADVANCE	10 STEPS	\$2,500
2ND ADVANCE	5 ADD'L	\$1,250
3RD ADVANCE	5 ADD'L	\$1,250

subject areas with prior approval

**Bachelor Degree****Additional Degree**

Years 1-5		39,600-40,850			42,600-43,850	
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Year 6-10		41,100-42,350			44,100-45,350	
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Year 11-15		42,600-43,350			45,600-46,850	
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Year 16-20		44,100-44,600			47,100-48,350	
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Any incoming teacher with prior experience can move up to 3 steps higher based on evidence of prior year level data

Any employee planning on enrolling to advance their degree must receive Board of Education and Superintendent approval before doing so to receive advanced degree pay.

\*Employees currently enrolled for degree advancement (as of July 1, 2018) and taking courses in a degree program will have their pay retroactively adjusted using the 2017/2018 salary schedule.

\*Level 4 and 5 employees will receive an additional bonus based on EOC's and/or individual TVAAS individual scores:

Those eligible for bonus will be specifically identified prior to testing

	(LIMIT 1)	
Level 4		250
Level 5		500

\*Subject Area Leaders (12) will receive \$1,000 stipend

\*National Board Certified Teachers will receive \$1,000 stipend

\*Principals and Assistant Principals will receive bonuses based on school performance based on school wide TVAAS

**Principals Asst. Principals**

Level 1,2		\$0	\$0
Level 3		\$1,000	\$500
Level 4		\$1,500	\$750
Level 5		\$2,000	\$1,000

\*The district will reimburse teachers for course work and praxis in hard-to-staff Teacher Salary Placement (new incoming with experience)