

Attachment 2: Shelby County Salary Schedule

New Hires

Starting in 2017-18, new hires to the district will be placed onto the following starting salary scale using verified years of experience.

Years of Experience	Starting Salary
0	\$43,000
1	\$44,000
2	\$45,000
3	\$46,000
4	\$47,000
5	\$48,000
6	\$49,000
7	\$50,000
8	\$51,000
9	\$52,000
10 or more	\$53,000

Current Teachers

Teachers will be eligible for leveling increases and performance based raises in 2017-18.

- Leveling increases
 - Teachers will receive leveling increases to align with the starting salaries in the above 2017-18 salary scale, based on their years of experience in 2016-17.
 - Leveling increases are not dependent on performance.
 - Teachers earning more than the experience equivalent step of the new starting salary scale will not need to receive a leveling increase.
 - Leveling increases are a one-time permanent increase to base salary.
- Performance based raises
 - Teachers will be eligible for a performance-based raise, based on the TEM score they receive for the 2016-17 school year.
 - Raises will take effect in 2017-18 and are retroactive to the first day of the school year.

TEM Rating	Raise Amount
Level 5	\$1,500
Level 4	\$1,000
Level 3	\$750
Level 2	\$0
Level 1	\$0

Teacher salaries are subject to a maximum of \$73,000. Teachers who have reached the salary maximum will no longer receive performance based raises to their base salary, but will continue to be eligible for bonus and stipend awards (dependent on their performance).