

\$250 STEP ONLY

REVISED 6/12/2020

TEACHER PRELIMINARY SALARY SCHEDULE

2020-2021

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	\$40,000	\$42,500
B	\$40,250	\$42,750
C	\$40,500	\$43,000

(Proceed to Step 0) (Proceed to Step 10)

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	40500		37	49750		74	59000
1	40750		38	50000		75	59250
2	41000		39	50250		76	59500
3	41250		40	50500		77	59750
4	41500		41	50750		78	60000
5	41750		42	51000		79	60250
6	42000		43	51250		80	60500
7	42250		44	51500		81	60750
8	42500		45	51750		82	61000
9	42750		46	52000		83	61250
10	43000		47	52250		84	61500
11	43250		48	52500		85	61750
12	43500		49	52750		86	62000
13	43750		50	53000		87	62250
14	44000		51	53250		88	62500
15	44250		52	53500		89	62750
16	44500		53	53750		90	63000
17	44750		54	54000		91	63250
18	45000		55	54250		92	63500
19	45250		56	54500		93	63750
20	45500		57	54750		94	64000
21	45750		58	55000		95	64250
22	46000		59	55250		96	64500
23	46250		60	55500		97	64750
24	46500		61	55750		98	65000
25	46750		62	56000		99	65250
26	47000		63	56250		100	65500
27	47250		64	56500		101	65750
28	47500		65	56750		102	66000
29	47750		66	57000		103	66250
30	48000		67	57250		104	66500
31	48250		68	57500		105	66750
32	48500		69	57750		106	67000
33	48750		70	58000		107	67250
34	49000		71	58250		108	67500
35	49250		72	58500		109	67750
36	49500		73	58750		110	68000

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

Teacher Salary Placement (new incoming with experience)

	Bachelor Degree	Additional Degree
Years 0-4	40,500-41,500 40,750-41,750	43,250-44,250 43,500-44,500
Year 5-9	41,750-42,750 42,000-43,000	44,250-45,250 44,500-45,500
Year 10-14	43,000-44,000 43,250-44,250	45,500-46,500 45,750-46,750
Year 15-19	44,250-45,250 44,500-45,500	46,750-47,750 47,000-48,000

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
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*The district will reimburse teachers for course work and praxis in hard-to-staff
subject areas with prior approval