

## Wilson County 2015-16 Salary Schedule

Rather than a traditional salary schedule, each teacher's pay is differentiated by their performance.

### 2015-16 Salary Placement for Newly Hired Teachers

- Base to \$39,000 (New hires without TEAM scores, or TEAM score of 3, or TEAM scores of less than 3 years)
- Level 4 = \$40,000 (if 3 year average TEAM Score of 4)
- Level 5 = \$41,000 (if 3 year average TEAM Score of 5)

### 2016-17 Salary Placement for Newly Hired Teachers

- Base to \$40,000 (New hires without TEAM scores, or TEAM score of 3, or TEAM scores of less than 3 years)
- Level 4 = \$41,000 (if 3 year average TEAM Score of 4)
- Level 5 = \$42,000 (if 3 year average TEAM Score of 5)

TEACHER SALARY PLACEMENT (TO BE USED FOR TEACHERS NEW TO WILSON COUNTY SCHOOLS)		
* FISCAL YEAR 2015-2016		
Exp		
0	\$39,000	
1	\$39,000	
2	\$39,000	
3	\$39,000	
4	\$39,000	
5	\$39,000	
6	\$39,000	
7	\$39,000	
8	\$39,000	
9	\$40,000	
10	\$41,000	
11	\$42,000	
12	\$42,000	
13	\$43,000	
14	\$44,000	
15	\$44,000	
16	\$45,000	
17	\$46,000	
18	\$46,000	
19	\$47,000	
20	\$49,000	
*PENDING FUNDING		

#### Existing District Educator's pay for 2015-16:

- Base Pay from 2014-15 + Performance Increase\* = Base Pay for 2015-16
  - \*\$850 for Level 5 Overall Effectiveness Score in 2013-14
  - \*\$600 for Level 4 Overall Effectiveness Score in 2013-14
  - \*\$350 for Level 3 Overall Effectiveness Score in 2013-14
- For those teachers who have a TEAM/TVAAS score of 3 and their 2015-16 base pay following the formula above is less than \$39,000, we will move them to \$39,000.
- For those teachers who have a TEAM/TVAAS score of 4 and their 2015-16 base pay following the formula above is less than \$39,000, we will move them to \$40,000.
- For those teachers who have a TEAM/TVAAS score of 5 and their 2015-16 base pay following the formula above is less than \$39,000, we will move them to \$41,000.
- Teachers with a TEAM or Individual Growth Score (TVAAS) score of 1 or 2 will remain at the 2014-15 pay amount.

#### Educators new to teaching with zero years of experience

- In 2015-16, they will come in at the base pay of \$39,000.

#### Educators new to the district but with prior experience

- These teachers will come into the district using the same formulas as above: base pay or base pay plus a performance component.
  - In 2015-16, they will come in at:
    - The base pay (\$39,000) OR
    - If they have 3 years of TEAM scores which average a 4, they will come in at base pay plus \$1000 (\$40,000)
    - If they have 3 years of TEAM scores which average a 5, they will come in at base pay plus \$2,000 (\$41,000)
  - In 2016-17, they will come in at:
    - The base pay (\$40,000) OR
    - If they have 3 years of TEAM scores which average a 4, they will come in at base pay plus \$1,000 (\$41,000)
    - If they have 3 years of TEAM scores which average a 5, they will come in at base pay plus \$2,000 (\$42,000)

#### Advanced Degrees

- Beginning in 2015-16, all individuals earning an advanced degree will receive a one-time base pay increase of \$3,000.