

Kingsport City Schools
Teacher Salary Schedule
2016-2017

Kingsport City Schools utilizes a single-lane salary schedule with step advancement for performance, advanced degree attainment, and participation in designated activities aligned with district strategic goals.

New Teacher Pay Scale

New teachers hired by Kingsport City Schools 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 KCS single-lane schedule. New teachers to KCS (but with previous teaching experience) will slot into the single-lane schedule based on a pre-determined formula, as determined by KCS Administrators.

Starting Pay - New Teachers

Entry Level Bachelors Advanced

A \$42,850 \$46,350

B \$44,350 \$48,350

C \$45,850 \$50,350

(Proceed to Step 15)

Single-Lane Pay Scale

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

Step	Schedule	Step	Schedule	Step	Schedule
0	\$45,850	30	\$54,850	60	\$63,850
1	\$46,150	31	\$55,150	61	\$64,150
2	\$46,450	32	\$55,450	62	\$64,450
3	\$46,750	33	\$55,750	63	\$64,750
4	\$47,050	34	\$56,050	64	\$65,050
5	\$47,350	35	\$56,350	65	\$65,350
6	\$47,650	36	\$56,650	66	\$65,650
7	\$47,950	37	\$56,950	67	\$65,950
8	\$48,250	38	\$57,250	68	\$66,250
9	\$48,550	39	\$57,550	69	\$66,550
10	\$48,850	40	\$57,850	70	\$66,850
11	\$49,150	41	\$58,150	71	\$67,150
12	\$49,450	42	\$58,450	72	\$67,450
13	\$49,750	43	\$58,750	73	\$67,750
14	\$50,050	44	\$59,050	74	\$68,050
15	\$50,350	45	\$59,350	75	\$68,350
16	\$50,650	46	\$59,650	76	\$68,650
17	\$50,950	47	\$59,950	77	\$68,950
18	\$51,250	48	\$60,250	78	\$69,250
19	\$51,550	49	\$60,550	79	\$69,550
20	\$51,850	50	\$60,850	80	\$69,850
21	\$52,150	51	\$61,150	81	\$70,150
22	\$52,450	52	\$61,450	82	\$70,450
23	\$52,750	53	\$61,750	83	\$70,750
24	\$53,050	54	\$62,050	84	\$71,050
25	\$53,350	55	\$62,350	85	\$71,350
26	\$53,650	56	\$62,650	86	\$71,650
27	\$53,950	57	\$62,950	87	\$71,950
28	\$54,250	58	\$63,250	88	\$72,250
29	\$54,550	59	\$63,550	89	\$72,550
				90	\$72,850

Evaluation Performance

TEAM Level 5 = +3 Steps

TEAM Level 4 = +2 Steps

TEAM Level 3 = +1 Step

Advanced Degree Attainment

1st Advanced degree = +10 Steps

2nd Advanced Degree = +5 Steps

3rd Advanced Degree = +3 Steps

*Based on degree attainment

over course of career

**Employees currently enrolled (as

of April 11, 2014) and taking

courses in a degree program

(completed by June 30, 2018) will

have their pay retroactively

adjusted using the 2013-14 salary

schedule.