

2017-2018 Lexington City School System Step and Level Salary Schedule

Years	Bachelor		Masters		Masters + 30		EDS		Doctorate
0	\$36,576		\$39,597		\$41,959		\$43,420		\$46,351
1	\$37,908		\$40,489		\$43,338		\$44,771		\$47,703
2	\$38,170		\$40,749		\$43,588		\$45,021		\$47,955
3	\$38,199		\$41,065		\$43,913		\$45,364		\$48,313
4	\$38,564		\$41,694		\$44,518		\$45,981		\$48,993
5	\$39,187		\$42,392		\$45,232		\$46,650		\$49,648
6	\$40,330		\$43,577		\$45,944		\$47,392		\$50,420
7	\$40,490		\$43,801		\$46,634		\$48,116		\$51,379
8	\$41,168		\$44,533		\$47,351		\$48,847		\$52,909
9	\$41,811		\$45,207		\$48,050		\$49,805		\$54,041
10	\$42,364		\$45,802		\$48,679		\$50,164		\$54,294
11	\$43,522		\$46,978		\$49,403		\$51,118		\$55,444
12	\$43,922		\$47,382		\$49,968		\$51,481		\$55,724
13	\$44,256		\$47,800		\$50,700		\$52,476		\$56,915
14	\$44,535		\$48,433		\$51,300		\$52,799		\$57,164
15	\$45,514		\$49,129		\$52,007		\$53,859		\$58,372
16	\$45,574		\$49,191		\$52,064		\$53,919		\$58,402
17	\$45,710		\$49,626		\$52,629		\$54,865		\$59,453
18	\$45,768		\$49,686		\$52,687		\$54,925		\$59,510
19	\$45,910		\$50,548		\$53,614		\$55,894		\$60,593
20	\$45,979		\$50,605		\$53,671		\$55,944		\$60,655
21	\$46,072		\$50,900		\$54,005		\$56,361		\$61,109
22	\$46,166		\$51,196		\$54,338		\$56,778		\$61,566
23	\$46,260		\$51,491		\$54,670		\$57,195		\$62,022
24	\$46,354		\$51,785		\$55,004		\$57,612		\$62,479
25	\$46,448		\$52,080		\$55,336		\$58,031		\$62,934
26	\$46,542		\$52,376		\$55,669		\$58,447		\$63,391
27	\$46,635		\$52,670		\$56,001		\$58,864		\$63,847
28	\$46,729		\$52,964		\$56,335		\$59,281		\$64,302
29	\$46,823		\$53,260		\$56,667		\$59,698		\$64,758
30	\$46,917		\$53,555		\$57,001		\$60,115		\$65,215

2017- 2018 LEXINGTON CITY STRATEGIC COMPENSATION BASE PAY TRACKS

1. **What are my Base Pay Track choices?**
 - a. STRIVE Track including opportunities for bonuses
 - b. Step and Level Track including opportunities for bonuses
2. **What is the STRIVE Track?**
 - a. STRIVE: Successful Teacher Recognition Incentive for Valuing Excellence
 - b. Teacher's base pay increase each year will be based on his/her **Level of Effectiveness (LOE)** which is figured to the hundredth place.
 - c. Teachers may earn a 1 to 3 percent increase on their base salary if their **LOE** is between a 3 and a 5.
3. **What is the Step and Level Track?**
 - a. Teacher's base pay will be determined by the 2017-18 LCSS Step and Level Salary Schedule which is based on the teacher's years of experience and degree status. **LOE** is not a component of the Step and Level Track.
4. **What is the Level of Effectiveness (LOE) and which teachers receive it?**
 - a. The score is determined by the state's Educator Evaluation Formula (also referred to as the evaluation score).
 - b. Scores are based on a 1-5 scale and will be comprised of the qualitative score, student value added score, and achievement measures.
 - c. The qualitative score will come from the TIGER evaluation model.
 - d. The value-added score will come from a teacher's individual TVAAS data if he/she has it or his/her school's school-wide TVAAS data if they do not have their own.
 - e. The achievement measure will be determined locally based on options provided by the TNDOE. LCSS uses STAR benchmark data.
 - f. All teachers, principals, and special populations including: academic coaches, school psychologist, speech-language pathologist, counselors, librarians, media specialists, instructional specialist, music, art, and PE or any other teachers who have student contact will receive a Level of Effectiveness.
5. **Who provides the Level of Effectiveness (LOE) to teachers and when?**
 - a. Educator Effectiveness Scores figured to the hundredth place will be provided by the TNDOE on TNCompass.
6. **Are supplements such as academic, athletic, or band, etc. part of strategic compensation?**
 - a. No, supplements are paid for specific activities outside the scope of strategic compensation.
7. **What if an educator chooses the Step and Level Track but their current base pay exceeds their level on this track?**
 - a. The educator's base pay will never decrease.
 - b. If the Step and Level Track is chosen, educators will remain at their current base pay until they reach a step and level that exceeds their current base pay.
8. **How many time can I "opt-in" or "opt-out"?**
 - a. A teacher may opt out of STRIVE at the end of any school year.
 - b. If a current STRIVE teacher opts out of STRIVE and opts into the Step and Level Track, the teacher must have 3 consecutive years of a 4 or 5 LOE before he/she can opt back into STRIVE again.
 - c. All new hires will be entered into the Step and Level Track. The teacher must have 3 consecutive years of a 4 or 5 LOE with the LCSS before he/she can choose to opt into STRIVE.

S.T.R.I.V.E Base Pay Percent Increases

MEASURE: Evaluation Performance Index (EPI) Score

Observation (50%) + TVAAS (35%) + Other Measures (15%) = EPI

Evaluation Score*	Base Increase
3.00 to 3.01	1.00%
3.02 to 3.03	1.02%
3.04 to 3.05	1.04%
3.06 to 3.07	1.06%
3.08 to 3.09	1.08%
3.10 to 3.11	1.10%
3.12 to 3.13	1.12%
3.14 to 3.15	1.14%
3.16 to 3.17	1.16%
3.18 to 3.19	1.18%
3.20 to 3.21	1.20%
3.22 to 3.23	1.22%
3.24 to 3.25	1.24%
3.26 to 3.27	1.26%
3.28 to 3.29	1.28%
3.30 to 3.31	1.30%
3.32 to 3.33	1.32%
3.34 to 3.35	1.34%
3.36 to 3.37	1.36%
3.38 to 3.39	1.38%
3.40 to 3.41	1.40%
3.42 to 3.43	1.42%
3.44 to 3.45	1.44%
3.46 to 3.47	1.46%
3.48 to 3.49	1.48%

Evaluation Score*	Base Increase
3.50 to 3.51	1.50%
3.52 to 3.53	1.52%
3.54 to 3.55	1.54%
3.56 to 3.57	1.56%
3.58 to 3.59	1.58%
3.60 to 3.61	1.60%
3.62 to 3.63	1.62%
3.64 to 3.65	1.64%
3.66 to 3.67	1.66%
3.68 to 3.69	1.68%
3.70 to 3.71	1.70%
3.72 to 3.73	1.72%
3.74 to 3.75	1.74%
3.76 to 3.77	1.76%
3.78 to 3.79	1.78%
3.80 to 3.81	1.80%
3.82 to 3.83	1.82%
3.84 to 3.85	1.84%
3.86 to 3.87	1.86%
3.88 to 3.89	1.88%
3.90 to 3.91	1.90%
3.92 to 3.93	1.92%
3.94 to 3.95	1.94%
3.96 to 3.97	1.96%
3.98 to 3.99	1.98%

Evaluation Score*	Base Increase
4.00 to 4.01	2.00%
4.02 to 4.03	2.02%
4.04 to 4.05	2.04%
4.06 to 4.07	2.06%
4.08 to 4.09	2.08%
4.10 to 4.11	2.10%
4.12 to 4.13	2.12%
4.14 to 4.15	2.14%
4.16 to 4.17	2.16%
4.18 to 4.19	2.18%
4.20 to 4.21	2.20%
4.22 to 4.23	2.22%
4.24 to 4.25	2.24%
4.26 to 4.27	2.26%
4.28 to 4.29	2.28%
4.30 to 4.31	2.30%
4.32 to 4.33	2.32%
4.34 to 4.35	2.34%
4.36 to 4.37	2.36%
4.38 to 4.39	2.38%
4.40 to 4.41	2.40%
4.42 to 4.43	2.42%
4.44 to 4.45	2.44%
4.46 to 4.47	2.46%
4.48 to 4.49	2.48%

Evaluation Score*	Base Increase
4.50 to 4.51	2.50%
4.52 to 4.53	2.52%
4.54 to 4.55	2.54%
4.56 to 4.57	2.56%
4.58 to 4.59	2.58%
4.60 to 4.61	2.60%
4.62 to 4.63	2.62%
4.64 to 4.65	2.64%
4.66 to 4.67	2.66%
4.68 to 4.69	2.68%
4.70 to 4.71	2.70%
4.72 to 4.73	2.72%
4.74 to 4.75	2.74%
4.76 to 4.77	2.76%
4.78 to 4.79	2.78%
4.80 to 4.81	2.80%
4.82 to 4.83	2.82%
4.84 to 4.85	2.84%
4.86 to 4.87	2.86%
4.88 to 4.89	2.88%
4.90 to 4.91	2.90%
4.92 to 4.93	2.92%
4.94 to 4.95	2.94%
4.96 to 4.97	2.96%
4.98 to 5.00	3.00%