

**KINGSPORT CITY SCHOOLS**  
**TEACHERS’ SALARY SCHEDULE**  
**2017-2018**

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 Schedule**

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 Administration.

**Starting Pay – New Teachers**

Entry Level	Bachelors	Advanced
A	\$44,000	\$47,500
B	\$45,500	\$49,500
C	\$47,000	\$51,500
	(Proceed to Step 0)	(Proceed to Step 15)

**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	Schedule	Step	Schedule	Step	Schedule	
0	\$47,000	30	\$56,000	60	\$65,000	Evaluation Performance
1	\$47,300	31	\$56,300	61	\$65,300	TEAM Level 5 = +3 Steps
2	\$47,600	32	\$56,600	62	\$65,600	TEAM Level 4 = +2 Steps
3	\$47,900	33	\$56,900	63	\$65,900	TEAM Level 3 = +1 Step
4	\$48,200	34	\$57,200	64	\$66,200	
5	\$48,500	35	\$57,500	65	\$66,500	
6	\$48,800	36	\$57,800	66	\$66,800	Advanced Degree Attainment
7	\$49,100	37	\$58,100	67	\$67,100	1st Advanced degree = +10 Steps
8	\$49,400	38	\$58,400	68	\$67,400	2nd Advanced Degree = +5 Steps
9	\$49,700	39	\$58,700	69	\$67,700	3rd Advanced Degree = +3 Steps
10	\$50,000	40	\$59,000	70	\$68,000	
11	\$50,300	41	\$59,300	71	\$68,300	*Based on degree attainment
12	\$50,600	42	\$59,600	72	\$68,600	over course of career
13	\$50,900	43	\$59,900	73	\$68,900	**Employees currently enrolled (as
14	\$51,200	44	\$60,200	74	\$69,200	of April 11, 2014) and taking
15	\$51,500	45	\$60,500	75	\$69,500	courses in a degree program
16	\$51,800	46	\$60,800	76	\$69,800	(completed by June 30, 2018) will
17	\$52,100	47	\$61,100	77	\$70,100	have their pay retroactively
18	\$52,400	48	\$61,400	78	\$70,400	adjusted using the 2013-14 salary
19	\$52,700	49	\$61,700	79	\$70,700	schedule.
20	\$53,000	50	\$62,000	80	\$71,000	
21	\$53,300	51	\$62,300	81	\$71,300	
22	\$53,600	52	\$62,600	82	\$71,600	
23	\$53,900	53	\$62,900	83	\$71,900	
24	\$54,200	54	\$63,200	84	\$72,200	
25	\$54,500	55	\$63,500	85	\$72,500	
26	\$54,800	56	\$63,800	86	\$72,800	
27	\$55,100	57	\$64,100	87	\$73,100	
28	\$55,400	58	\$64,400	88	\$73,400	
29	\$55,700	59	\$64,700	89	\$73,700	
				90	\$74,000	