

Putnam County School System
Certified Salary Schedule
TEACHER
2017-2018

Teacher Base Salary Schedule – 200 Day (10 Months) Contract

Salary Range¹

\$39,014 - \$65,674

Initial Base Salary with Experience

Entry Level I: 0-5 years	\$39,014
Entry Level II: 6-10 years	\$41,680
Entry Level III: 1-15 years	\$43,902
Entry Level IV: 16+years	\$46,123

Advanced Degree/Advanced Certification Base Salary Supplement

Maximum Supplement for Advanced Degrees/Advance Certifications: **\$5,000**

Advanced Degree – Related Area	\$2,500
Advanced Degree – Non-Related Area	\$1,000
National Board Certification	\$2,500

Annual Base Salary Performance Progression

Progression of annual base salary determined by State Approved Evaluation Model Level of Effectiveness Score as follows:

At Expectations (3)	= \$500.00
Above Expectations (4)	= \$625.00
Significantly Above Expectations (5)	= \$750.00

Significantly Below Expectations (1)	= \$0
Below Expectation (2)	= \$0*

**Opportunity to earn \$250.00 by the completion of an individual professional improvement plan beyond the minimum annual contractual in-service requirements that includes the attainment of measurable goals of improvement as recommended by the principal and approved by the district.*

Sustained Success Base Salary Increase²

Every third year (i.e., 3, 6, 9, 12 years) of employment with PCSS, an educator will have the opportunity to advance one level (\$125), two levels (\$250), or one stage (\$500). The calculation will be a simple average of the educator's annual Level of Effectiveness Rating during that three-year period. An educator with an average 3.5-3.99 will receive an additional step increase; 4.00-4.49 an additional two step; and 4.50-5.00 an additional stage (4 steps).

Note(s)

1. Listed salaries are based on 200 day contract; for teacher assignments more than 200 days, the base salary will be adjusted accordingly by multiplying the 200 day per diem rate by the total number of contract days.
2. Sustained Success Increases are based only on 3 year average of consecutive full-time employment in PCSS. (Implementation 2016-2017 school year to be applied to eligible recipients beginning FY18)