

DEPARTMENT OF EDUCATION
FY 2015 SPECIAL SCHOOL TEACHER SALARY SCHEDULE
WEST TENNESSEE SCHOOL FOR THE DEAF (MADISON COUNTY)
EFFECTIVE JULY 1, 2014

YEARS EXPERIENCE	BS	BS+10 SEM.	BS+20 SEM.	MA	MA+10 SEM.	MA+20 SEM.	MA+ 30 SEM.	EDS	PHD
0	\$3,458	\$3,562	\$3,774	\$3,787	\$3,889	\$3,992	\$4,199	\$4,257	\$4,461
1	\$3,574	\$3,675	\$3,778	\$3,906	\$4,008	\$4,111	\$4,317	\$4,374	\$4,577
2	\$3,587	\$3,691	\$3,792	\$3,952	\$4,054	\$4,157	\$4,363	\$4,420	\$4,624
3	\$3,723	\$3,827	\$3,928	\$4,053	\$4,123	\$4,191	\$4,398	\$4,454	\$4,659
4	\$3,859	\$3,962	\$4,065	\$4,154	\$4,222	\$4,291	\$4,494	\$4,553	\$4,761
5	\$3,994	\$4,097	\$4,200	\$4,290	\$4,359	\$4,393	\$4,599	\$4,680	\$4,858
6	\$4,164	\$4,267	\$4,369	\$4,458	\$4,492	\$4,528	\$4,733	\$4,907	\$4,996
7	\$4,333	\$4,435	\$4,537	\$4,627	\$4,662	\$4,695	\$4,897	\$4,956	\$5,160
8	\$4,468	\$4,571	\$4,673	\$4,829	\$4,898	\$4,934	\$5,133	\$5,194	\$5,398
9	\$4,569	\$4,671	\$4,774	\$4,999	\$5,032	\$5,068	\$5,271	\$5,330	\$5,536
10	\$4,634	\$4,737	\$4,839	\$5,133	\$5,167	\$5,202	\$5,407	\$5,465	\$5,669
11	\$4,738	\$4,835	\$4,936	\$5,233	\$5,301	\$5,336	\$5,544	\$5,596	\$5,802
12	\$4,759	\$4,860	\$4,957	\$5,310	\$5,402	\$5,503	\$5,709	\$5,770	\$5,976
13	\$4,793	\$4,891	\$4,991	\$5,391	\$5,489	\$5,589	\$5,799	\$5,851	\$6,061
14	\$4,827	\$4,927	\$5,026	\$5,429	\$5,530	\$5,628	\$5,831	\$5,891	\$6,094
15	\$4,863	\$4,961	\$5,061	\$5,467	\$5,566	\$5,666	\$5,870	\$5,928	\$6,133
16	\$4,863	\$4,961	\$5,061	\$5,467	\$5,566	\$5,666	\$5,870	\$5,928	\$6,133
17	\$4,863	\$4,961	\$5,061	\$5,467	\$5,566	\$5,666	\$5,870	\$5,928	\$6,133
18	\$4,863	\$4,961	\$5,061	\$5,467	\$5,566	\$5,666	\$5,870	\$5,928	\$6,133
19	\$4,863	\$4,961	\$5,061	\$5,467	\$5,566	\$5,666	\$5,870	\$5,928	\$6,133
20	\$4,863	\$4,961	\$5,061	\$5,467	\$5,566	\$5,666	\$5,870	\$5,928	\$6,133
21	\$4,863	\$4,961	\$5,061	\$5,467	\$5,566	\$5,666	\$5,870	\$5,928	\$6,133
22	\$4,863	\$4,961	\$5,061	\$5,467	\$5,566	\$5,666	\$5,870	\$5,928	\$6,133
23	\$4,863	\$4,961	\$5,061	\$5,467	\$5,566	\$5,666	\$5,870	\$5,928	\$6,133
24	\$4,863	\$4,961	\$5,061	\$5,467	\$5,566	\$5,666	\$5,870	\$5,928	\$6,133
25	\$4,863	\$4,961	\$5,061	\$5,467	\$5,566	\$5,666	\$5,870	\$5,928	\$6,133
26	\$4,863	\$4,961	\$5,061	\$5,467	\$5,566	\$5,666	\$5,870	\$5,928	\$6,133
27	\$4,863	\$4,961	\$5,061	\$5,467	\$5,566	\$5,666	\$5,870	\$5,928	\$6,133
28	\$4,863	\$4,961	\$5,061	\$5,467	\$5,566	\$5,666	\$5,870	\$5,928	\$6,133
29	\$4,863	\$4,961	\$5,061	\$5,467	\$5,566	\$5,666	\$5,870	\$5,928	\$6,133
30	\$4,863	\$4,961	\$5,061	\$5,467	\$5,566	\$5,666	\$5,870	\$5,928	\$6,133



Approved by: Kevin Huffman, Commissioner	Policy Number:
Signature:	Effective/Revised Date: July 1, 2014
Application: Tennessee Special Schools	Authority: TCA 49-50-1003, TCA 49-3-306(h)

Subject:

**Special
Schools**

Salary Policy 2014-2015

Purpose:

To provide salary structure for teachers and other employees of the state special schools.

Policy:

Teacher salaries, increases provided by the General Assembly, substitute teacher salaries, and supplemental payments for teachers working in additional roles as listed below, shall be effective on July 1, 2014, or as otherwise provided by the General Assembly. If a special school has a teacher contract in effect beyond the July 1, 2014 date, the provisions of this policy related to teacher pay will become effective immediately upon its expiration.

As provided for in TCA 49-50-1003, the salary schedules for teachers and other professional personnel in the special schools shall be reasonably comparable to the salary schedules that are effective in the LEA where the special school is located. The approved salary schedules for each of the special schools for the 2014-2015 school year are attached.

Pursuant to TCA 49-3-306(h), each local education agency or LEA must develop, adopt, and implement a differentiated pay plan under guidelines established by the State Board of Education in staffing hard to staff subject areas and schools and in hiring and retaining highly qualified teachers. The approved differentiated pay

plans for each of the special schools for the 2014-2015 school year are attached and incorporated by referendum into this policy. If there are any discrepancies between the differentiated pay plan and this policy, the differentiated pay plan will take precedent.

The “school year” for the purposes of this policy will be July 1, 2014 – June 30, 2015. All teachers whether 10 month or 12 month employees will be paid in 24 equal installments.

Superintendent: Salary to be determined by the Commissioner of Education.

Supervisor of Instruction: Salary to be determined by the Commissioner of Education.

Principal: The base salary of a principal will be the monthly rate he/she would receive as a classroom teacher in the school where he/she is employed. At York Institute only, the principal will also be paid eight dollars (\$8.00) per month for each teacher under his/her supervision up to a maximum of twenty (20) teachers. A supplement will be paid in any case where it is necessary to keep the principal's salary above that of the highest monthly or annual salary paid to any teacher on his/her faculty including any supplements.

For the School Year 2014-2015, the monthly salary for administrators will reflect any across-the-board salary increases provided by the General Assembly.

Superintendents will have the opportunity to attend the Tennessee Executive Development Program for Superintendent's (CEO Institute). They will receive \$100.00 per day for each day attended provided they attend a minimum of four (4) days not to exceed a maximum of ten (10) days. A pay supplement will be issued for those meeting the aforementioned eligibility requirements.

Substitute Teachers: Substitute teaches shall be paid at the same rate as substitute teachers for the county in which the state special school is located.

Teacher Supplements:

1. Guidance counselors, speech therapists, media specialists, pre-school counselors, school psychologists, audiologists, and technical coordinators will be provided up to 5% of his/her salary as additional compensation for performing duties required beyond the normal teaching day. The specific duties shall be outlined and included in the affected teacher's official personnel file.

2. Supervising teachers shall have an additional salary allowance equal to 10% of his/her salary.* Specific duties shall be outlined and included in the supervising teacher's personnel file. The supplement shall be figured on 10 months for supervising teacher work unless the teacher works for 11 or 12 months and is a supervising teacher during the 11th and/or 12th month. In such case, the supplement shall be paid in the 11th and/or 12th month as well.
3. Teachers performing duties related to the following extracurricular activities that occur beyond the normal teaching day will be paid supplements* as follows:

Athletic Director	5%
Plus \$200 annually per sport supervised (equity payment)	

Assistant Athletic Director	3%
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Marching Band Director	10%
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Concert Band Director	5%
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Chorus Director	5%
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Head Cheerleader Coach	7.5%
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Assistant Cheerleader Coach	5%
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Head Basketball or Football Coach	10%
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Plus \$750 annually for each TSSAA Classification as equity payment

Assistant Coach Basketball or Football	7.5%
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Head Coach all other sports	7.5%
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Assistant Coach all other sports	5%
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Sponsor (Debate, Drama, Newspaper, Speech, Student Council, Academic Bowl, Forensics, Yearbook, Pep Club, JROTC)

*Due to budgetary reductions, supervisory, Football Cheer Director, Football Pep Club Director, Bowling Director, Boys and Girls Golf Director, Boys and Girls Track Assistant Director, and Dance Director supplements will not be funded at the Alvin C. York Agricultural Institute for the 2014-2015 year.

A coach must attend the rules meeting in the sport(s) he/she is coaching if TSSAA holds rules meetings in those sports. All coaches are subject to TSSAA rules and regulations as coaches and must conduct themselves in a manner becoming of a coach and a representative of the school. All coaches are responsible to the administrative head of his/her school and may be replaced as determined by the administrative head of the school with approval from the appropriate Assistant Commissioner.

4. Any supplement added beyond those already in effect must receive programmatic approval from the Office of the Assistant Commissioner who has responsibility for the State Special School, from the TDOE Budget Office, and the Commissioner. This does not preclude the reassignment of a supplement from one teacher to another teacher.
5. The supplements of this provision shall be calculated on salary earned during the 10 month regular school year program and not on the 11th and/or 12th month worked. Such supplements will be paid to the teacher over 24 pay periods.
6. A sponsor supplement may extend beyond the 10 month regular year when the teacher is required by the superintendent to perform the extra assignment beyond the 10 month regular school year and as long as the assignment is worked each month during the 10 month regular school year program. Prior approval must be given by the administrative head of the school with approval from the appropriate Assistant Commissioner.
7. Fair Labor Standards Act exempt employees and teacher bus drivers will be paid a supplement for bus driving duties on the same pay schedule as the bus drivers in the local school system in which the special school is located. Supplemental pay will be made through the regular supplemental pay process used to increase or reduce pay to teachers during the regular payroll process.
8. The two Junior ROTC teachers at York will be paid in accordance with the US Department of Army's pay and allowance schedule.
9. The vocational agriculture teacher at York shall receive an annual supplement of 7.5% for serving as manager of the school farm for 12 months.

10. Total supplements will be limited to 17.5% plus equity payments for any one special school employee.
11. Salaries for teachers employed on twelve or eleven months basis shall be the same monthly rate as teachers employed on 10 months basis with like experience and degree.
12. When a teacher is in a leave without pay status, the teacher's salary shall be reduced (the next pay period) using the follow method:
- For the daily rate, divide the teacher's annual salary by the number of work days in the school year,
or
 - For the hourly rate, divide the daily rate by 7.5 hours.

Kevin Huffman, Commissioner

Joey Hassell, Assistant Commissioner

John Sharp, TDOE Budget Director

Vickie Hall, TDOE HR Director