

**TENNESSEE DEPARTMENT OF EDUCATION  
STATE SALARY SCHEDULE  
LICENSED INSTRUCTIONAL PERSONNEL  
Effective July 1, 2020**

**BASE SALARY (BACHELOR'S DEGREE AND ZERO YEARS OF EXPERIENCE)**

**= \$36,000**

<u>YEARS OF EXPERIENCE</u>	<u>0</u>	<u>1-5</u>	<u>6-10</u>	<u>11-15</u>
<b>BACHELOR'S DEGREE</b>	BASE	BASE + \$645	BASE + \$3,370	BASE + \$6,900
<u>YEARS OF EXPERIENCE</u>		<u>0-5</u>	<u>6-10</u>	<u>11-15</u>
<b>ADVANCED DEGREE</b>	--	BASE + \$3,605	BASE + \$7,365	BASE + \$11,380

**NOTES:**

1. Figures represent minimum salary requirements. Local education agencies (LEAs) may provide additional compensation increases to the base salary for factors including aiding in staffing hard to staff subject areas and schools and in hiring and retaining highly effective teachers [T.C.A. § 49-3-306(h)]. In addition, LEAs may provide additional increases for years of experience and educational attainment.
2. The adoption of the state salary schedule shall not result in a reduction of pay by an LEA for any teacher employed by the LEA at the time of the schedule's adoption [T.C.A. § 49-3-306(a)(1)]. Therefore, the minimum salary required for such personnel may be greater than the figures noted above.