

# TEACHER COMPENSATION

## FAQs

1. When will the full schedule be released?
  - The new teacher salary schedule has been released as of May 21, 2021. The new schedule will be published to the HR website prior to the start of the 2021-2022 School Year. Communication and additional updates regarding implementation of the new schedule will continue to be distributed via the appropriate communication channels.
2. When will the new salary schedule go into effect?
  - The new teacher salary schedule will be effective 8/02/2021.
3. Am I required to submit documentation to confirm my degree and experience levels?
  - The Office of Compensation is currently validating degree and experience for all existing employees. You will receive an individual email from the Compensation Office requesting your review and confirmation of the information we have verified. At that time, you may upload any supporting documents via the established process for verification in the event your understanding of your credentials and experience differs from what's on file in Human Resources.
4. Will I return to the old schedule and be placed on my correct step?
  - The district is implementing an entirely new schedule and teachers will be placed on the step that aligns to the new salary schedule based on their designated degree and experience level.
  - For teachers whose salaries would surpass the correct step alignment according to current degree and years of experience, salary will be set to the next closest step that does not negatively impact the teacher's salary.

5. What is the new starting pay for each lane?

BACHELOR	MASTER	DOCTORATE
\$45,965.00	\$50,000.00	\$56,700.00

6. What is the max pay for each lane?

BACHELOR	MASTER	DOCTORATE
\$68,457.12	\$74,466.57	\$84,445.09

7. How will my salary be affected by my highest attained degree?

- Teachers will be compensated for the following degrees/lanes:
  - I. Bachelor

- II. Master
- III. Doctorate

8. I was previously aligned to a salary schedule that included Master's +30, Master's +45 or EDS lanes. How will I be compensated with this most recently established teacher salary schedule?
  - Your salary will align to the new MASTER schedule.
9. I was previously aligned to a salary schedule that included a lane for EDD. How will I be compensated with this most recently established teacher salary schedule?
  - Your salary will align to the new DOCTORATE schedule.
10. Will all advanced degrees be acceptable?
  - Yes, all completed advanced degrees from an accredited college or university with a confirmed completion date will be accepted to advance teachers to the appropriate lane.
11. Are degrees issued by foreign universities and colleges recognized?
  - Yes, if they are evaluated by a recognized foreign credential evaluation service as being the equivalent of a degree issued by a regionally accredited United States college or university.
12. Will FY21 experience be included in the experience validation?
  - Only completed years of experience up until FY20 will be verified at this time.
13. Will I receive back pay for previous years when step and lane pay schedules were not in existence?
  - No, the new salary schedule is being implemented and paid on a go-forward basis.
14. Will I continue to receive the advanced degree stipend?
  - The new step and lane salary schedule will replace advanced degree stipends, TEM bonuses and other performance-based incentives that were a part of the existing and/or previous pay plans.
15. I am currently at the max salary. Will I receive an increase in pay once I transition to the new schedule?
  - Depending on the years of experience and degree level, you may or may not receive an increase in pay. However, please note: **No teacher will experience a reduction in pay as part of SCS transitioning to the new step and lane salary model.**
  - In future years, teachers at the max salary on the new schedule will receive \$1,000 bonus in lieu of an increase.
16. Will new/transferring teachers be capped at the amount of teaching experience he or she will be credited for?

- Teachers will be credited for their actual years of experience and no longer capped at receiving 10 years of credit.

17. Will military experience be credited as teaching experience?

- Yes, teachers will receive credit up to a maximum of 5 years of military experience.

18. I am an ROTC Instructor. How will my pay be affected?

- ROTC Instructors will be credited up to 5 years of experience and will receive a salary equivalent to where he or she would align to the schedule based on degree and years of experience up to 5 years OR the MIP salary, whichever is higher.

19. When will I be informed of my new salary?

- Once the Office of Compensation has completed its validation of all teachers and their designated experience and education, teachers will be provided information individually regarding their new salaries as well as any other pertinent information pertaining to the new teacher compensation structure and plan.

20. I am currently pursuing my next level of degree. After obtaining it how can I have my salary adjusted?

- Teachers qualifying for advancement to a new lane must complete and submit the following documents to the Office of Compensation:
  - I. Completed Salary Adjustment form
  - II. Documentation from the TN Department of Education
  - III. Transcripts (to validate advanced degree)
- The salary adjustment effective date will be based on the date **ALL** required documents are submitted, not the degree conferment date or date final courses/hours were completed.
- The salary adjustment will become effective the first day of the next attendance/payroll period (no retro pay)