

## **Teacher Raises**

### **Frequently Asked Questions**

#### **Why did teachers and teacher-types receive the 3% increase?**

The Superintendent recommended and the Board approved a 3% increase for all teachers and teachers-types due the testing challenges that prevented the opportunity to award performance-based increases.

#### **Who received the 3% increase?**

All teacher or teacher-types, who were continuously employed prior to January 1, 2018, received the increase including classroom teachers, librarians, counselors, school-based instructional facilitators and PLC coaches, social workers, psychologists, ROTC instructors, alcohol/drug counselors, occupational therapists, audiologists, physical therapists and speech therapists.

#### **Were employees at the maximum of the salary schedule eligible for the 3% increase?**

Any eligible employee receiving the maximum salary amount of \$73,000\* could not receive a salary increase, so we awarded those teachers/teacher types a one-time bonus equivalent to the raise amount.

#### **Will I still receive a performance-based salary increase this school year?**

Unfortunately, the district is unable to award performance-based increases for 2018-2019 due to the State's challenges with TN Ready. Therefore, performance-based increases will not be provided in addition to the 3% increase.

#### **Will I receive a performance-based salary increase in the future?**

Assuming the State has no further issues with testing, we will move back to our performance-based teacher compensation plan for the 2019-2020 school year. This includes stipends for teachers with Advanced Degrees which will pick back up in 2019-2020.

#### **Under the teacher compensation plan, I only have four years of eligibility for my advanced degree stipend. Am I losing a year due to this issue?**

No, this year will NOT be included in the four-year eligibility count. As long as there are no further issues with TN Ready, we will pick the eligibility count up again next year.

#### **Will stipends still be issued for National Board Certified Teachers?**

Yes, NBCT stipends will be paid out in the usual manner to eligible teachers.

#### **Will stipends or bonuses be issued for teachers at Reward Schools?**

Stipends and bonuses are not automatically associated with being a Reward School. If bonuses are issued, it will be announced and received.

\*Shelby County Schools has always had a salary cap, and it was recently raised to \$73,000. Under the former step-and-lane system, the cap was \$71,000.