



Performance-Based Teacher Compensation: Reference Tool for External Applicants

Beginning with the 2017–18 school year, Gwinnett County Public Schools transitions to a new compensation system that focuses on rewarding teachers for performance. This reference document has been designed for **external** applicants who are considering coming to teach at Gwinnett County Public Schools for the 2017-18 school year to assist them in identifying the performance step on which they would be placed.

The performance-based teacher salary schedule features 4 levels representing educational degrees (bachelor's, master's, specialist's, and doctoral). A newly hired teacher would be paid at the education level that corresponds with that individual's teaching certificate level. To determine a newly hired teacher's performance step, GCPS will evaluate prior teaching experience using the Georgia Department of Education Experience Rule 160-5-2-.05, and will place the teacher at the performance step that corresponds with their years of creditable teaching experience.

As the performance-based salary schedule provides a separate step for years 0, 1, and 2, the number coinciding with a teacher's performance step placement will oftentimes be lower than their years of teaching experience (see salary schedule below). That teacher will still receive full credit for all verified, creditable experience and does not lose any experience towards retirement or service credit, if applicable.

2017-18 Performance-Based Teacher Salary Schedule					
<i>Reference Tool for External Applicants</i>					
Years of Creditable External Teaching Experience	GCPS Performance Step	Bachelor's Degree & Certificate Level 1	Master's Degree & Certificate Level 2	Specialist's Degree & Certificate Level 3	Doctoral Degree & Certificate Level 4
0,1,2	0	42,686	47,703	52,110	57,682
3	1	43,525	48,704	53,294	58,992
4	2	44,364	49,705	54,478	60,302
5	3	45,203	50,706	55,662	61,612
6	4	46,042	51,707	56,846	62,922
7	5	46,881	52,708	58,030	64,232
8	6	47,720	53,709	59,214	65,542
9	7	48,559	54,710	60,398	66,852
10	8	49,398	55,711	61,582	68,162
11	9	50,237	56,712	62,766	69,472
12	10	51,076	57,713	63,950	70,782
13	11	51,915	58,714	65,134	72,092
14	12	52,754	59,715	66,318	73,402
15	13	53,593	60,716	67,502	74,712
16	14	54,432	61,717	68,686	76,022
17	15	55,271	62,718	69,870	77,332
18	16	56,110	63,719	71,054	78,642
19	17	56,949	64,720	72,238	79,952
20	18	57,788	65,721	73,422	81,262
21	19	58,627	66,722	74,606	82,572
22	20	59,466	67,723	75,790	83,882
23	21	60,305	68,724	76,974	85,192
24	22	61,144	69,725	78,158	86,502
25	23	61,983	70,726	79,342	87,812
26	24	62,822	71,727	80,526	89,122
27	25	63,661	72,728	81,710	90,432
28	26	64,500	73,729	82,894	91,742
29	27	65,339	74,730	84,078	93,052
30+	28+	66,178	75,731	85,262	94,362



Schedule below is for current district teachers. All district teachers moved to the performance-based salary schedule in 2017-2018.

Gwinnett County Public Schools - Salary Schedules

Teachers

2017-18 Performance-Based Salary Schedule

Performance Step	Level 1	Level 2	Level 3	Level 4
0	42,686	47,703	52,110	57,682
1	43,525	48,704	53,294	58,992
2	44,364	49,705	54,478	60,302
3	45,203	50,706	55,662	61,612
4	46,042	51,707	56,846	62,922
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25	63,661	72,728	81,710	90,432
26	64,500	73,729	82,894	91,742
27	65,339	74,730	84,078	93,052
28+	66,178	75,731	85,262	94,362

Level 1 = B4, T1, T2 and T4 Certificates

Level 2 = B5 and T5 Certificates

Level 3 = B6 and T6 Certificates

Level 4 = B7 and T7 Certificates

Note: For experience outside of Gwinnett County Public Schools and placement on the salary schedule, please see the [Performance-Based Teacher Compensation: Reference Tool for External Applicants](#).