

# TEACHER COMPENSATION

## FAQs

1. When will the full schedule be released?
  - The new teacher salary schedule has been released as of May 25, 2021. 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. Which titles are impacted by the new schedule implementation?
  - Classroom Teacher
  - Instructional Facilitator
  - Interventionist
  - Librarian
  - Peer Review and Consulting Teacher
  - Professional Counselor
  - ROTC Instructor
4. How will other teacher-types' salaries be addressed?
  - The district is continually committed to reviewing and evaluating the pay structures for all staff. Please note that School Social Workers, Psychologists and other teacher-types not referenced as part of the group transitioning to the steps and lanes salary model, will continue to be compensated according to the existing pay grades and structures.
5. 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.
6. 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.

7. What is the new starting pay for each lane on the 10-month salary schedule?

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

8. What is the max pay for each lane?

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

9. 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

10. I was previously aligned to a salary schedule that included Master's +30, Master's +45 or Ed.S. lanes. How will I be compensated with this most recently established teacher salary schedule?

- Your salary will align to the new MASTER schedule.

11. I was previously aligned to a salary schedule that included a lane for Ed.D. How will I be compensated with this most recently established teacher salary schedule?

- Your salary will align to the new DOCTORATE schedule.

12. Why isn't pay for Master's +30, Master's +45 and Ed.S. pay recognized on the new schedule?

- At this time, the district will implement the schedule as communicated, including the following lanes: BA Lane, MA Lane & Doctorate Lane. However, the District is committed to reviewing the schedule on an annual basis for any suggested and approved changes.

13. 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.

14. 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.

15. Will FY21 experience be included in the experience validation?

- Since the 2020-2021 school year is not yet complete and is not updated in TNCompass, only completed years of experience up until the 2019-2020 school year will be verified at this time.

16. 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.
17. 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.
18. 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.
19. 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.
20. Will military experience be credited as teaching experience?
- Yes, teachers will receive credit up to a maximum of 5 years of military experience.
21. 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.
22. How will pay for CCTE (College, Career, Technology & Education) Teachers be affected?
- CCTE Teachers will receive credit for up to 10 years of industry experience directly relevant to the area they are assigned to teach.
23. 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.
24. 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).
25. Will I continue to receive pay for Career Ladder?
- Yes, Career Ladder pay will not be affected by implementation of the new schedule.
26. Will I continue to receive pay for National Board?
- Yes, the National Board supplement is approved to be paid for FY22. However, payment of this supplement will continue to be reviewed on an annual basis.
27. How will the new salary schedule affect my iZONE pay?
- As part of the new teacher salary schedule implementation, only base salary will be adjusted to align to the new schedule. If the iZONE Office approves and continues to offer iZONE pay, teachers and eligible teacher-types will continue to receive the \$6,000 supplemental pay added to their base salary if they continue to meet the criteria.
28. How is 1 year of experience calculated?
- According to the State guidance, SCS gives 1 full year credit for every full 5 months of service completed in a teaching or other approved instructional position.
29. Will pay for athletic stipends be increased?
- At this time, there are no changes planned for athletic supplemental pay.
30. If teachers are compensated ahead of the correct step according to their actual years of experience, will they remain within at the placement step until their years of experience match, and then move forward on step/lane?
- At this time, the district has no plans to freeze employees' pay/step on the new schedule.