

State Board Approval:
5/20/2021

Johnson County Schools
Teachers' Salary Schedule 2023-2024

Johnson County Schools utilizes a single-lane salary schedule with step advancement for performance and advanced degree attainment.

New Teacher Pay Schedule

New teachers hired will utilize a defined schedule, moving forward one step per year, regardless of Overall TEAM LOE level, unless their data moves them further on the scale. After year 3, teachers will fall into the single-lane schedule. New teachers to JCS who have previous teaching experience will fall into the single-lane schedule based on the teacher's salary placement chart.

Year	Bachelors	Advanced
1	\$43,000	\$46,090
2	\$43,258	\$46,348
3	\$43,515 (Proceed to step 1)	\$46,605 (Proceed to step 13)

Single-Lane Pay Schedule

Teachers may progress forward on the single-lane pay schedule based on overall evaluation (TEAM) performance and/or advanced degree attainment.

Step	Schedule		Step	Schedule		Step	Schedule		Step	Schedule
0	\$43,515		23	\$49,438		46	\$55,360		69	\$61,283
1	\$43,773		24	\$49,695		47	\$55,618		70	\$61,540
2	\$44,030		25	\$49,953		48	\$55,875		71	\$61,798
3	\$44,288		26	\$50,210		49	\$56,133		72	\$62,055
4	\$44,545		27	\$50,468		50	\$56,390		73	\$62,313
5	\$44,803		28	\$50,725		51	\$56,648		74	\$62,570
6	\$45,060		29	\$50,983		52	\$56,905		75	\$62,828
7	\$45,318		30	\$51,240		53	\$57,163		76	\$63,085
8	\$45,575		31	\$51,498		54	\$57,420		77	\$63,343
9	\$45,833		32	\$51,755		55	\$57,678		78	\$63,600
10	\$46,090		33	\$52,013		56	\$57,935		79	\$63,858
11	\$46,348		34	\$52,270		57	\$58,193		80	\$64,115
12	\$46,605		35	\$52,528		58	\$58,450		81	\$64,373
13	\$46,863		36	\$52,785		59	\$58,708		82	\$64,630
14	\$47,120		37	\$53,043		60	\$58,965		83	\$64,888
15	\$47,378		38	\$53,300		61	\$59,223		84	\$65,145
16	\$47,635		39	\$53,558		62	\$59,480		85	\$65,403
17	\$47,893		40	\$53,815		63	\$59,738		86	\$65,660
18	\$48,150		41	\$54,073		64	\$59,995		87	\$65,918
19	\$48,408		42	\$54,330		65	\$60,253		88	\$66,175
20	\$48,665		43	\$54,588		66	\$60,510		89	\$66,433
21	\$48,923		44	\$54,845		67	\$60,768		90	\$66,720
22	\$49,180		45	\$55,103		68	\$61,025			

Evaluation Performance

TEAM LOE Level 5 = +3 steps
TEAM LOE Level 4 = +2 steps
TEAM LOE Level 3 = +1 step

Advanced Degree Attainment

1st Advanced Degree = +16 steps
2nd Advanced Degree = +18 steps
3rd Advanced Degree = +20 steps

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Teacher Salary Placement (experienced teachers NEW to Johnson County Schools)

Experienced teachers that are new to Johnson County will utilize the following scale to determine placement on the single-lane pay schedule, based on the years' experience in a teaching position and the degree held.

Years' Experience	BA or BS	M.Ed or MAT	Ed.S	Ed.D or Ph.D
1	\$43,000	\$46,605	\$51,240	\$56,390
2	\$43,258	\$47,120	\$51,755	\$56,905
3	\$43,515	\$47,635	\$52,270	\$57,420
4	\$44,030	\$48,150	\$52,785	\$57,935
5	\$44,545	\$48,665	\$53,300	\$58,450
6	\$45,060	\$49,180	\$53,815	\$58,965
7	\$45,575	\$49,695	\$54,330	\$59,480
8	\$46,090	\$50,210	\$54,845	\$59,995
9	\$46,605	\$50,725	\$55,360	\$60,510
10	\$47,120	\$51,240	\$55,875	\$61,025
11	\$47,635	\$51,755	\$56,390	\$61,540
12	\$48,150	\$52,570	\$56,905	\$62,055
13	\$48,665	\$52,785	\$57,420	\$62,570
14	\$49,180	\$53,300	\$57,935	\$63,085
15+	\$49,695	\$53,815	\$58,450	\$63,600

Evaluation Performance

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2nd Advanced Degree = +18 steps
3rd Advanced Degree = +20 steps