

Approved 5/24/17

**Johnson County Schools
2017-18
Teachers' Salary Schedule**

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	\$36,000	\$39,000
2	\$36,250	\$39,250
3	\$36,500 (Proceed to step 1)	\$39,500 (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	\$36,500		23	\$42,250		46	\$48,000		69	\$53,750
1	\$36,750		24	\$42,500		47	\$48,250		70	\$54,000
2	\$37,000		25	\$42,750		48	\$48,500		71	\$54,250
3	\$37,250		26	\$43,000		49	\$48,750		72	\$54,500
4	\$37,500		27	\$43,250		50	\$49,000		73	\$54,750
5	\$37,750		28	\$43,500		51	\$49,250		74	\$55,000
6	\$38,000		29	\$43,750		52	\$49,500		75	\$55,250
7	\$38,250		30	\$44,000		53	\$49,750		76	\$55,500
8	\$38,500		31	\$44,250		54	\$50,000		77	\$55,750
9	\$38,750		32	\$44,500		55	\$50,250		78	\$56,000
10	\$39,000		33	\$44,750		56	\$50,500		79	\$56,250
11	\$39,250		34	\$45,000		57	\$50,750		80	\$56,500
12	\$39,500		35	\$45,250		58	\$51,000		81	\$56,750
13	\$39,750		36	\$45,500		59	\$51,250		82	\$57,000
14	\$40,000		37	\$45,750		60	\$51,500		83	\$57,250
15	\$40,250		38	\$46,000		61	\$51,750		84	\$57,500
16	\$40,500		39	\$46,250		62	\$52,000		85	\$57,750
17	\$40,750		40	\$46,500		63	\$52,250		86	\$58,000
18	\$41,000		41	\$46,750		64	\$52,500		87	\$58,250
19	\$41,250		42	\$47,000		65	\$52,750		88	\$58,500
20	\$41,500		43	\$47,250		66	\$53,000		89	\$58,750
21	\$41,750		44	\$47,500		67	\$53,250		90	\$60,000
22	\$42,000		45	\$47,750		68	\$53,500			

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 = +14 steps

3rd Advanced Degree = +12 steps

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

	Bachelor's Degree	Additional Degree(s)
Years 1-5	\$36,500 - \$37,750 <i>Evidence of L5 LOE/TVAAS, can move up to Step 8, \$38,500 maximum</i>	\$39,500 – \$40,750 <i>Evidence of L5 LOE/TVAAS, can move up to Step 20, \$41,500 maximum</i>
Years 6-10	\$38,000 - \$39,250 <i>Evidence of L5 LOE/TVAAS, can move up to Step 14, \$40,000 maximum</i>	\$41,000 – \$42,250 <i>Evidence of L5 LOE/TVAAS, can move up to Step 26, \$43,000 maximum</i>
Years 11-15	\$39,500 - \$40,750 <i>Evidence of L5 LOE/TVAAS, can move up to Step 20, \$41,500 maximum</i>	\$42,500 - \$43,750 <i>Evidence of L5 LOE/TVAAS, can move up to Step 32, \$44,500 maximum</i>
Years 16-20	\$41,000 - \$42,250 <i>Evidence of L5 LOE/TVAAS, can move up to Step 26, \$43,000 maximum</i>	\$44,000 – \$45,250 <i>Evidence of L5 LOE/TVAAS, can move up to Step 38, \$46,000 maximum</i>

For Bachelor's degrees: Can move **up to** 3 steps higher with evidence of 3 years of TEAM evaluation data (L5 LOE/TVAAS)

For Advanced degrees: Can move **up to** 3 steps higher with evidence of 3 years of TEAM evaluation data (L5 LOE/TVAAS)

Johnson County can exercise discretion in determining how many additional steps to add to salary, if evidence is provided upon hire.

For example, if a teacher with a BA is rated a level 5, two out of three years, the district can choose to move only two additional steps up.

Evaluation Performance

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TEAM LOE Level 3 = +1 step

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