

**Trousdale County Schools
Teacher Salary Plan
2018-2019**

A. ENTRY LEVEL Baseline pay

	State Baseline	Local Supplement	Total Salary
BACHELOR			
0 years	\$35,000	\$2,572	\$37,572
1-5 years	\$35,595	\$2,572	\$40,892
6-10 years	\$38,320	\$2,572	\$44,422
11+ years	\$41,850	\$2,572	\$44,422
 Advanced Degree			
0-5 years	\$38,555	\$2,572	\$41,127
6-10 years	\$42,315	\$2,572	\$44,887
11+ years	\$46,330	\$2,572	\$48,902

Baseline salary is established at the time of initial employment.

Baseline salary for current teachers was established in the 2011-12 SY.

B. ANNUAL BASE PAY

Determined annually by each teacher's Summative Teacher Evaluation Score in decimal form.

< 2.99	0%
3.0 - 3.49	1.00%
3.5 - 3.99	1.45%
4.0 - 4.49	1.70%
4.5 - 4.74	1.95%
4.75 >	2.20%

**Teachers employed as of SY 2011-12 with more than 19 years experience are not eligible for annual base pay increase but shall be eligible for all bonuses and awards.*

***NO annual base pay increases are extended to teachers beyond 30 years experience.*

C. SCHOOL-WIDE BONUS:

Each teacher may receive a school-wide bonus not to exceed \$3,500

Teacher bonuses shall be determined by the % of benchmarks achieved by the school during the academic year from the School-wide Benchmarks Rubric.

Elementary & High School \$3,500

Benchmarks	Award
13	\$3,500
12	\$3,231
11	\$2,962
10	\$2,692
9	\$2,423
8	\$2,154
7	\$1,885
6	\$1,615
5	\$1,346
4	\$1,077
3	\$808
2	\$538

Middle School \$3,500

Benchmarks	Award
11	\$3,500
10	\$3,182
9	\$2,864
8	\$2,545
7	\$2,227
6	\$1,909
5	\$1,591
4	\$1,273
3	\$955
2	\$636

1	\$269
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1	\$318
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D. INDIVIDUAL TEACHER PERFORMANCE:

Elementary School

Kindergarten	Level 5	<i>State Portfolio</i>	\$3,000
	Level 4	<i>State Portfolio</i>	\$2,000
1st grade Reading	Level 5	<i>State Portfolio</i>	\$3,000
	Level 4	<i>State Portfolio</i>	\$2,000
2nd grade Reading	Level 5	<i>State Portfolio</i>	\$3,000
	Level 4	<i>State Portfolio</i>	\$2,000
Grades 3,4,5 Reading	Level 5		\$1,500
	Level 4		\$1,000
Grades 3,4,5 Math	Level 5		\$1,500
	Level 4		\$1,000

Middle School

TVAAS Subject Area	Level 5	\$3,000
	Level 4	\$2,000

High School

TVAAS Subject Area	Level 5	\$3,000
	Level 4	\$2,000

E. HARD TO STAFF POSITIONS:

Special Education (Moderate Needs)	\$3,000
Special Education (Cognitive Needs)	\$4,000
High School Math	\$4,000
High School Chemistry/Physics	\$4,000
High School Foreign Language	\$3,000
High School Language Arts	\$3,000

F. TEACHER LEADERS:

Elementary School Grade Level ELA & Math Chairpersons (12)	\$2,000
Elementary School Grade Level Science Chairpersons (3rd, 4th, 5th grade)	\$1,000
Middle School Math Department Chairperson (1)	\$2,000
Middle School ELA Department Chairperson (1)	\$2,000
Middle School Science Department Chairperson (1)	\$2,000
Middle School Social Studies Department Chairperson (1)	\$2,000
High School Math Department Chairperson (1)	\$2,000
High School ELA Department Chairperson (1)	\$2,000

High School Biology Department Chairperson (1)	\$2,000
High School Social Studies Department Chairperson (1)	\$2,000
High School Ready Graduate Chairperson (1)	\$2,000

**Applicable to both strategic & non-strategic compensation participants*

G. INSTRUCTIONAL COACHES:

Elementary School Stage 3 Coaches (4)	\$750
Middle School Stage 3 Coaches (2)	\$750
High School Stage 3 Coaches (3)	\$750

**Each coach shall be assigned no more than (2) Stage 1 teachers. Instructional coaches shall receive an additional stipend for each Stage 1 teacher that achieves the following individual TVAAS effectiveness rating or Observation Rating (if no individual TVAAS information is available).*

Level 3	3.50 - 3.99	\$250
Level 4	4.0 - 4.49	\$500
Level 5	4.5 >	\$1,000

H. EFFECTIVE PRINCIPALS & ASSISTANTS:

Each Principal/Assistant may receive a school-wide bonus not to exceed \$9,000

	Bonus	Indicators
Elementary Principal & Assistant	\$9,000	Determined from the (12) Elementary School School-wide indicators
Middle School Principal & Assistant	\$9,000	Determined from the (11) Middle School School-wide indicators.
High School Principal & Assistant	\$9,000	Determined from the (12) High School School-wide Rubric indicators.

(see School-wide Benchmarks Rubric for specific school-wide performance measures)

I. EFFECTIVE SUPERVISORS:

Each Instructional Supervisor may receive a school-wide bonus not to exceed \$5,000

	Bonus		Indicators
ELA/CTE/Truancy Supervisor of Instructor	\$9,000	15	DIBELS, 3-10 ELA, Chronic Absent Rate
Math Supervisor of Instruction	\$9,000	12	3-11 Math, 6-8 S.Studies
PreK/Intervention Supervisor	\$9,000	5	DIBELS, 3rd grade ELA
Special Education Supervisor	\$9,000	17	3-10 ELA, 3-11 Math

(see School-wide Benchmarks Rubric for specific school-wide performance measures)