



2015-16 Salary Schedule/Information

Kingsport City Schools utilizes a single-lane salary schedule with step advancement for performance, advanced degree attainment, and participation in designated activities aligned with district strategic goals.

New Teacher Pay Schedule

New teachers hired by Kingsport City Schools will utilize a defined schedule, moving forward one step per year, regardless of Overall TEAM score. After year 3, new teachers will slot into the KCS single-lane schedule. New teachers to KCS (but with previous teaching experience) will slot into the single-lane schedule based on a pre-determined formula, as determined by KCS Administration.

Starting Pay – New Teachers

Entry Level	Bachelors	Advanced
A	\$40,250	\$43,750
B	\$41,750	\$45,750
C	\$43,250 (Proceed to Step 0)	\$47,750 (Proceed to Step 15)

Single-Lane Pay Schedule

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

Step	Schedule		Step	Schedule		Step	Schedule
0	\$ 43,250		30	\$ 52,250		60	\$ 61,250
1	\$ 43,550		31	\$ 52,350		61	\$ 61,550
2	\$ 43,850		32	\$ 52,850		62	\$ 61,850
3	\$ 44,150		33	\$ 53,150		63	\$ 62,150
4	\$ 44,450		34	\$ 53,450		64	\$ 62,450
5	\$ 44,750		35	\$ 53,750		65	\$ 62,750
6	\$ 45,050		36	\$ 54,050		66	\$ 63,050
7	\$ 45,350		37	\$ 54,350		67	\$ 63,350
8	\$ 45,650		38	\$ 54,650		68	\$ 63,650
9	\$ 45,950		39	\$ 54,950		69	\$ 63,950
10	\$ 46,250		40	\$ 55,250		70	\$ 64,250
11	\$ 46,550		41	\$ 55,550		71	\$ 64,550
12	\$ 46,850		42	\$ 55,850		72	\$ 64,850
13	\$ 47,150		43	\$ 56,150		73	\$ 65,150
14	\$ 47,450		44	\$ 56,450		74	\$ 65,450
15	\$ 47,750		45	\$ 56,750		75	\$ 65,750
16	\$ 48,050		46	\$ 57,050		76	\$ 66,050
17	\$ 48,350		47	\$ 57,350		77	\$ 66,350
18	\$ 48,650		48	\$ 57,650		78	\$ 66,650
19	\$ 48,950		49	\$ 57,950		79	\$ 66,950
20	\$ 49,250		50	\$ 58,250		80	\$ 67,250
21	\$ 49,550		51	\$ 58,550		81	\$ 67,550
22	\$ 49,850		52	\$ 58,850		82	\$ 68,850
23	\$ 50,150		53	\$ 59,150		83	\$ 68,150
24	\$ 50,450		54	\$ 59,450		84	\$ 68,450
25	\$ 50,750		55	\$ 59,750		85	\$ 68,750
26	\$ 51,050		56	\$ 60,050		86	\$ 69,050
27	\$ 51,350		57	\$ 60,350		87	\$ 69,350
28	\$ 51,650		58	\$ 60,650		88	\$ 69,650
29	\$ 51,950		59	\$ 60,950		89	\$ 69,950
						90	\$ 70,250

Evaluation Performance

TEAM Level 5 = +3 Steps
TEAM Level 4 = +2 Steps
TEAM Level 3 = +1 Step

Advanced Degree Attainment

1st Advanced degree = +10 Steps
2nd Advanced Degree = +5 Steps
3rd Advanced Degree = +3 Steps

*Based on degree attainment over course of career
**Employees currently enrolled (as of April 11, 2014) and taking courses in a degree program (completed by June 30, 2018) will have their pay retroactively adjusted using the 2013-14 salary schedule.