

## **Wilson County 2016-17 Salary Schedule**

**Rather than a traditional salary schedule, each teacher's pay will be differentiated by their current pay and their performance.**

**Teachers in Wilson County do not receive an automatic annual step raise. However, they have the ability to earn an annual raise based on their performance as measured by the TEAM Overall Effectiveness Score.**

**Teachers will receive the salary they received in 2015-16 plus the following amount**

- **Level 5 Overall Teacher Effectiveness Score = \$850 added to base pay salary**
- **Level 4 Overall Teacher Effectiveness Score = \$600 added to base pay salary**
- **Level 3 Overall Teacher Effectiveness Score = \$350 added to base pay salary**

**Teachers with an Overall Effectiveness Score or and Individual Growth Score of 1 or 2 will not receive a raise for the 2016-17 school year; nor will they be raised to the base minimum.**

### **Existing district employees**

- Current teachers will earn their 2015-16 Salary plus any performance increase that is earned according to the plan above
- Current teachers who have a TEAM/TVAAS score of 3 and make less than \$40,000 (\$43,000 advanced degree), will move up to 40,000 or \$43,000 with an advanced degree.
- Current teachers who have a TEAM/TVAAS score of 4 and make less than \$41,000 (\$44,000 advanced degree), will move up to 41,000 or \$44,000 with an advanced degree.
- Current teachers who have a TEAM/TVAAS score of 5 and make less than \$42,000 (\$45,000 advanced degree), will move up to 42,000 or \$45,000 with an advanced degree.
- Current teachers who make more than \$40,000 (\$43,000 advanced degree) and have TEAM/TVAAS score of 3, 4, or 5 will make at least the base placement amount as newly hired teachers who have the same level of experience (and/or an advanced degree)
- Teachers who earn an advanced degree and have never been compensated for an advanced degree will receive \$3,000 added to their pay, back paid to the beginning of the year.

### **Educators new to teaching with zero years of experience**

▪ In the initial year (no experience), they will come in at the Base pay of \$40,000 for a Bachelor's Degree and \$43,000 for and advanced degree.

### **Educators new to Wilson County with experience**

With 3 years of TEAM scores which average a 5 (from 12/13, 13/14, 14/15), and starting pay below \$42,000 from the placement schedule, teachers new to WCS will move up to \$42,000 (\$45,000 with advanced degree).

With 3 years of TEAM scores which average a 4 (from 12/13, 13/14, 14/15), and starting pay below \$41,000 from the placement schedule, teachers new to WCS will move up to \$41,000 (\$44,000 with advanced degree).

TEACHER SALARY PLACEMENT: TO BE USED FOR TEACHERS NEW TO WILSON COUNTY SCHOOLS		
FISCAL YEAR 2016-2017		
Exp	Bachelor's Degree	Additional Degree
0	\$40,000	\$43,000
1	\$40,000	\$43,000
2	\$40,000	\$43,000
3	\$40,000	\$43,000
4	\$40,000	\$43,000
5	\$40,000	\$43,000
6	\$40,000	\$43,000
7	\$40,000	\$43,000
8	\$40,000	\$43,000
9	\$40,000	\$43,000
10	\$40,850	\$43,850
11	\$41,850	\$44,850
12	\$41,850	\$44,850
13	\$42,850	\$45,850
14	\$43,850	\$46,850
15	\$43,850	\$46,850
16	\$44,850	\$47,850
17	\$45,850	\$48,850
18	\$45,850	\$48,850
19	\$46,850	\$49,850
20	\$48,850	\$51,850