

**Putnam County  
Certified Base Pay Scale  
School Year 2016-2017**

**Putnam County Certified Base Pay Scale 2016-2017**

Entry Level I = 0-5 years = \$38,249  
Entry Level II = 6-10 years = \$40,863  
Entry Level III = 11-15 years = \$43,041  
Entry Level IV = 16+ years = \$45,219

**Current Model Minimum with BS \$38,249**  
**Current Model Median \$51,318**  
**Current Model Maximum with Advanced Degrees \$64,386**

**Current Options for Excelleration:**

**TEAM Teacher Level of Effect Scores-**

*2016-17 School year only - If the teacher's TEAM Observation Average is higher, the educator will receive the most favorable increase due to the non completion of Spring Testing TCAP 3-8.*

**TEAM Level 5 (Significantly Above Expectations) = \$750**

**TEAM Level 4 (Above Expectations) = \$625**

**TEAM Level 3 (At Expectations) = \$500**

**TEAM Level 2 (Below Expectations with a 3.5 average or above on the TEAM Evaluation Score (Observation Score only) = \$250**

**TEAM Level 1 (Below Expectations) = \$0**

*Putnam will accept Teacher Effect Levels up to three (3) years when entering the district and reward additional levels accordingly to each Base Pay Entry Level.*

**Sustained Success:**

*Effective with the Beginning of the 2016-17 school year (based on experience only in the Putnam County School System):*

*Every third year (i.e., 3, 6, 9, 12 years) of employment with PCSS, an eucator will have the opportunity to advance \$125, \$250, or \$500.*

*The calculation will be a simple average of the educator's Teacher Effect Level during the three-year period. An educator with an average 3.5 - 3.99 will receive an additional \$125; 4.00 - 4.49 an additional \$250; and 4.5 - 5.00 an additional \$500.*

**Advanced Degrees- Beginning with the 2016-17 school year, new hires will be compensated for upto two advanced degrees (Max = \$5,000).**

- \* Masters Content Related \$2,500
- \* Masters Non Content Related \$1,000
- \* EDS Content Related \$2,500
- \* EDS Non Content Related \$1,000
- \* Doctorate Content Related \$2,500
- \* Doctorate Non Content Related \$1,000
- \* National Board Certification Content Related \$2,500

*2016-17 Degree stipends are limited to two total in either category, or a combination*

*of Advanced Content Related Degree, Advanced Non Content Related, and National Board Certification. Max payout = \$5,000*

**Prior to the 2016-17 school year the Max was three years or \$7,500**

- \* Current teachers cannot make less than they are currently making