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**2013-14 State Minimum Salary Schedule**

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**The Background:**

Pursuant to Tenn. Code Ann. § 49-3-306, the Commissioner of Education is required to annually formulate and submit to the State Board of Education, for approval, a state salary schedule for licensed personnel. The salary schedule must include a base salary for licensed personnel with a bachelor's degree and zero years of experience. Licensed personnel with more training and experience must receive more than the established base salary.

The current structure of the state salary schedule bases minimum compensation on only two factors—years of experience and degrees—requiring additional compensation, with limited exception, for each year of service through 20 years, and additionally requiring higher salaries for educational attainment beyond a bachelor's degree.

At its February 1, 2013 meeting, in response to data provided by the department relative to the correlation of years of experience and training to student achievement, the State Board directed the department to formulate a plan that better aligns compensation with student outcomes.

The proposed 2013-14 salary schedule is designed to remove barriers to innovative compensation structures and provide maximum flexibility to school districts to allow differentiated pay in a manner that complies with state laws and serves the best interests of districts, students and communities.

**The Recommendation:**

The Department of Education recommends adoption of this item on final reading. The SBE staff concurs with this recommendation.