

# KINGSPORT CITY SCHOOLS TEACHERS' SALARY SCHEDULE 2018-2019

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	\$44,000	\$47,500
B	\$45,500	\$49,500
C	\$47,000 (Proceed to Step 0)	\$51,500 (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	\$ 47,000	30	\$ 56,000	60	\$ 65,000
1	\$ 47,300	31	\$ 56,300	61	\$ 65,300
2	\$ 47,600	32	\$ 56,600	62	\$ 65,600
3	\$ 47,900	33	\$ 56,900	63	\$ 65,900
4	\$ 48,200	34	\$ 57,200	64	\$ 66,200
5	\$ 48,500	35	\$ 57,500	65	\$ 66,500
6	\$ 48,800	36	\$ 57,800	66	\$ 66,800
7	\$ 49,100	37	\$ 58,100	67	\$ 67,100
8	\$ 49,400	38	\$ 58,400	68	\$ 67,400
9	\$ 49,700	39	\$ 58,700	69	\$ 67,700
10	\$ 50,000	40	\$ 59,000	70	\$ 68,000
11	\$ 50,300	41	\$ 59,300	71	\$ 68,300
12	\$ 50,600	42	\$ 59,600	72	\$ 68,600
13	\$ 50,900	43	\$ 59,900	73	\$ 68,900
14	\$ 51,200	44	\$ 60,200	74	\$ 69,200
15	\$ 51,500	45	\$ 60,500	75	\$ 69,500
16	\$ 51,800	46	\$ 60,800	76	\$ 69,800
17	\$ 52,100	47	\$ 61,100	77	\$ 70,100
18	\$ 52,400	48	\$ 61,400	78	\$ 70,400
19	\$ 52,700	49	\$ 61,700	79	\$ 70,700
20	\$ 53,000	50	\$ 62,000	80	\$ 71,000
21	\$ 53,300	51	\$ 62,300	81	\$ 71,300
22	\$ 53,600	52	\$ 62,600	82	\$ 71,600
23	\$ 53,900	53	\$ 62,900	83	\$ 71,900
24	\$ 54,200	54	\$ 63,200	84	\$ 72,200
25	\$ 54,500	55	\$ 63,500	85	\$ 72,500
26	\$ 54,800	56	\$ 63,800	86	\$ 72,800
27	\$ 55,100	57	\$ 64,100	87	\$ 73,100
28	\$ 55,400	58	\$ 64,400	88	\$ 73,400
29	\$ 55,700	59	\$ 64,700	89	\$ 73,700
				90	\$ 74,000

#### Evaluation Performance

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

#### Advanced Degree Attainment

1<sup>st</sup> Advanced degree = +10 Steps  
2<sup>nd</sup> Advanced Degree = +5 Steps  
3<sup>rd</sup> 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.

*Kingsport City Schools does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. Inquiries concerning the system's compliance with the regulations implementing Title VI, Title IX or the Americans with Disabilities Act (ADA) are directed to the Kingsport City Schools compliance officer for employees, Jennifer Guthrie at 400 Clinchfield Street, Suite 200, Kingsport, TN 37660, or by phone at (423) 378.2103, and for students Dr. Lamar Smith at 400 Clinchfield Street, Suite 200, Kingsport, TN 37660, or by phone at (423) 378.8598. Inquiries concerning Section 504 are directed to contact compliance officer Dr. Lamar Smith.*