
**Basic Education Program Salary Schedule for Licensed Instructional Personnel
and
State Mandated Minimum Salary Schedule for Superintendents/Directors of
Schools for Fiscal Year 2009-10**

The Background:

T.C.A. §49-3-306(a), states “The commissioner, as approved by the state board of education, shall annually formulate a table of training and experience factors and a state salary schedule to be effective for each school year, which shall be applicable to all licensed personnel in every LEA, and which shall include an established base salary per school year consisting of a term of two hundred (200) days for beginning licensed personnel with a bachelor's degree and zero (0) years of experience. Licensed personnel having more training and experience shall receive more than the established base per school year. Certified personnel having less training and experience shall receive less than the established base per school year.”

T.C.A. §49-5-402(a), states “After the election of teachers, as provided in this title, the director of schools shall establish the salary rating of each person employed as teacher or principal-teacher, and also the director of schools and other school personnel employed on a system-wide basis in the public schools, using for this purpose the established training and experience of such school personnel and the respective state salary schedule for the school year, as prescribed by the state board of education and approved by the commissioner of education.”

Rules of the Tennessee Department of Education and the Rules, Regulations and Minimum Standards of the State Board of Education for the operation of public schools Rule 0520-1-2-.02 (1) states “The State Board of Education shall adopt annual salary schedule(s) for all licensed personnel; such salary schedule(s) shall be effective for all school systems.”

The Master Plan Connection:

The agenda item supports the sufficient resources component of the State Board of Education’s Master Plan through establishing an improved minimum statewide salary schedule.

The Recommendation:

The Department of Education recommends adoption of the Basic Education Program Salary Schedule for Licensed Instructional Personnel and the State Mandated Minimum Salary Schedule for Superintendents/Directors of Schools, effective July 1, 2009, on final reading. The SBE staff concurs with this recommendation.

**TENNESSEE DEPARTMENT OF EDUCATION
BASIC EDUCATION PROGRAM SALARY SCHEDULE
LICENSED INSTRUCTIONAL PERSONNEL
Effective July 1, 2009**

YEARS OF EXPERIENCE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
DOCTORATE																					
Teachers & Principals	39,165	39,725	39,725	40,390	41,235	42,085	43,240	44,160	45,500	46,485	46,660	47,655	47,855	48,885	49,060	50,115	50,115	51,020	51,020	51,955	51,955
System-Wide Personnel	40,115	40,685	40,685	41,350	42,230	43,100	44,280	45,215	46,580	47,600	47,775	48,805	49,000	50,065	50,235	51,320	51,320	52,245	52,245	53,205	53,205
EDUCATION SPECIALIST																					
Teachers & Principals	36,035	36,590	36,590	37,185	37,940	38,735	39,795	40,650	41,860	42,770	42,945	43,865	44,050	44,990	45,175	46,150	46,150	46,965	46,965	47,795	47,795
System-Wide Personnel	37,310	37,885	37,885	38,505	39,290	40,110	41,200	42,085	43,355	44,285	44,470	45,420	45,615	46,580	46,785	47,780	47,780	48,630	48,630	49,495	49,495
MASTER'S + 30 SEMESTER HOURS																					
Teachers & Principals	34,615	35,180	35,180	35,735	36,445	37,235	38,235	39,040	40,185	41,050	41,240	42,130	42,290	43,210	43,385	44,305	44,305	45,080	45,080	45,870	45,870
System-Wide Personnel	35,860	36,445	36,445	37,030	37,760	38,580	39,605	40,445	41,635	42,535	42,720	43,650	43,810	44,765	44,940	45,900	45,900	46,700	46,700	47,520	47,520
MASTER																					
Teachers & Principals	32,490	33,060	33,060	33,585	34,270	35,015	35,960	36,740	37,835	38,645	38,825	39,665	39,835	40,700	40,895	41,770	41,770	42,500	42,500	43,235	43,235
System-Wide Personnel	33,720	34,320	34,320	34,860	35,575	36,350	37,325	38,135	39,285	40,125	40,295	41,180	41,340	42,250	42,440	43,360	43,360	44,105	44,105	44,875	44,875
BACHELOR																					
Teachers & Principals	29,215	29,760	29,760	30,220	30,805	31,445	32,275	32,955	33,915	34,630	34,780	35,530	35,695	36,440	36,610	37,390	37,390	38,015	38,015	38,655	38,655
System-Wide Personnel	30,455	31,030	31,030	31,505	32,120	32,780	33,650	34,355	35,355	36,095	36,260	37,040	37,215	37,990	38,165	38,980	38,980	39,630	39,630	40,295	40,295
THREE YEARS OF COLLEGE	24,840	25,295	25,295	25,690	26,195	26,735	27,430	28,015	28,825	29,430	29,565	30,205	30,345								
TWO YEARS OF COLLEGE	24,100	24,560	24,560	24,930	25,420	25,945	26,620	27,195	27,975	28,570	28,695	29,310	29,450								
ONE YEAR OF COLLEGE	23,375	23,815	23,815	24,175	24,650	25,160	25,810	26,360	27,125												
0 YEAR OF COLLEGE	22,645	23,065	23,065	23,415	23,875	24,370	25,015	25,535	26,280												

Footnotes:

Note 1: See State Board of Education *Rules, Regulations and Minimum Standards* 0520-2-4-.01(15), Advanced Academic Training Acceptable for Purposes of Salary Rating on the License, regarding master's degree, master's degree plus 30 semester hours, education specialist's degree, and doctor's degree designations.

Note 2: A principal shall receive \$8.00 per month for ten months for each full-time teacher under his/her supervision up to and including 20 full-time teachers.

Note 3: Occupational education teachers with less than a bachelor's degree who hold the occupational education license shall be paid on a bachelor's degree.

Note 4: For a supervising teacher of instruction, add \$20.00 for each teacher supervised to a maximum of 50 teachers. Less than full-time will be reduced proportionally.

Note 5: For a supervising teacher of instruction with less than a bachelor's degree, rate the person as though they hold a bachelor's degree.

**TENNESSEE DEPARTMENT OF EDUCATION
STATE MANDATED MINIMUM SALARY SCHEDULE
SUPERINTENDENTS/DIRECTORS
Effective July 1, 2009**

YEARS OF EXPERIENCE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
DESCRIPTION OF TRAINING																
<u>DOCTORATE</u>																
County Superintendents/Directors	51,965	53,100	54,255	55,395	56,530	57,665	58,810	59,950	61,100	62,225	63,505	64,645	65,780	66,930	68,060	69,200
City/Special School District Superintendents/Directors	36,380	37,140	37,895	38,795	39,550	40,430	41,200	41,960	42,845	43,605	44,360	45,250	46,010	46,770	47,660	48,420
<u>EDUCATION SPECIALIST</u>																
County Superintendents/Directors	49,055	50,190	51,335	52,480	53,610	54,750	55,910	57,040	58,305	59,440	60,590	61,725	62,865	64,010	65,150	66,285
City/Special School District Superintendents/Directors	34,350	35,110	35,875	36,760	37,520	38,405	39,160	39,925	40,810	41,570	42,335	43,225	43,975	44,865	45,630	46,395
<u>MASTER'S + 30 SEMESTER HOURS</u>																
County Superintendents/Directors	48,420	49,560	50,700	51,965	53,100	54,255	55,395	56,530	57,665	58,810	59,950	61,100	62,225	63,505	64,645	65,780
City/Special School District Superintendents/Directors	33,970	34,730	35,485	36,380	37,140	37,895	38,795	39,550	40,430	41,200	41,960	42,845	43,605	44,360	45,250	46,010
<u>MASTER</u>																
County Superintendents/Directors	47,285	48,420	49,560	50,700	51,965	53,100	54,255	55,395	56,530	57,665	58,810	59,950	61,100	62,225	63,505	64,645
City/Special School District Superintendents/Directors	33,095	33,970	34,730	35,485	36,380	37,140	37,895	38,795	39,550	40,430	41,200	41,960	42,845	43,605	44,360	45,250
<u>BACHELOR</u>																
County Superintendents/Directors	46,140	47,285	48,420	49,560	50,700	51,965	53,100	54,255	55,395	56,530	57,665	58,810	59,950	61,100	62,225	63,505
City/Special School District Superintendents/Directors	32,315	33,095	33,970	34,730	35,485	36,380	37,140	37,895	38,795	39,550	40,430	41,200	41,960	42,845	43,605	44,360

Notes:

- (1) To the superintendents' state mandated minimum base salary add: \$3.64 per ADM based on the following steps:
 - (a) ADM is rounded to the nearest 100 up to a maximum of 5,500.
 - (b) Deduct 300 from rounded ADM to determine eligible ADM.

- (2) Superintendents' Total Compensation:
 - (a) Is defined as all compensation paid by LEA, regardless of source or purpose.
 - (b) Must be equal to or greater than the amount determined by the State Mandated Minimum Salaries.
 - (c) Systems with salaries above the State Mandated Minimum Salaries are not required to raise salaries.