



Shelby County Schools Teacher Career Pathways & Compensation Recommendations- Update

*Dorsey E. Hopson II, Esq.
Superintendent*

*Trinette Small
Chief of Human Resources*

January 27, 2014



HISTORY OF SCS STRATEGIC TEACHER COMPENSATION & CAREER PATHWAY (CPC) WORK

- Discussion of a performance-based compensation system began with the Gates Foundation grant application for legacy Memphis City Schools.
- In April 2013, the SCS School Board voted to stop compensating teachers for advanced degrees in order to lay the foundational work for a performance-based compensation system.

Great teaching **changes lives.**

*For 80% of high school seniors to graduate SCS college or career ready,
90% to graduate from SCS on time, and for
100% of graduates who are college and career-ready and ready to enroll in
a post-secondary opportunity,*

*Our students need to have **effective teachers.***

*And we **MUST** to have a strong strategy for **recruiting and retaining** them.*



Education Level

Step/Years of Experience	Education Level				
	Bachelors	Masters	Masters+ 45	EdS	EdD
0	\$42,343	\$45,778	\$49,328	\$50,023	\$51,862
1	\$43,206	\$46,845	\$50,568	\$51,273	\$53,046
2	\$44,258	\$47,873	\$51,748	\$52,450	\$54,224
3	\$45,241	\$48,860	\$52,903	\$53,608	\$55,377
4	\$46,160	\$49,863	\$54,168	\$54,876	\$56,702
5	\$46,975	\$50,717	\$55,168	\$55,843	\$57,696
6	\$48,127	\$51,940	\$56,584	\$57,267	\$59,117
7	\$48,717	\$52,566	\$57,532	\$58,247	\$60,023
8	\$49,677	\$53,613	\$58,665	\$59,400	\$61,153
9	\$50,133	\$54,111	\$59,377	\$60,100	\$62,293
10	\$51,137	\$55,203	\$60,596	\$61,292	\$63,102
11	\$52,527	\$56,679	\$62,417	\$63,079	\$64,935
12	\$53,791	\$57,939	\$63,787	\$64,519	\$66,281
13	\$55,074	\$59,182	\$65,303	\$65,995	\$67,852
14	\$56,272	\$60,512	\$66,656	\$67,389	\$69,140
15	\$57,559	\$61,730	\$68,130	\$68,852	\$70,646
16	\$58,133	\$62,305	\$68,705	\$69,427	\$71,222
17	\$58,709	\$62,881	\$69,280	\$70,002	\$71,796
18 (MAX)	\$59,517	\$63,775	\$70,304	\$71,041	\$72,870
% of Teachers	36%	36%	18%	6%	1.1%

Annual base salary amounts, based on 200-day/10-month work year



FORMER TEACHER SALARY SCHEDULE- THE FACTS

Education Level

Step/Years of Experience	Bachelors	Masters	Masters+ 45	EdS	EdD
0	--	--	--	--	--
1	\$863	\$1,067	\$1,240	\$1,250	\$1,184
2	\$1,052	\$1,028	\$1,180	\$1,177	\$1,178
3	\$983	\$987	\$1,155	\$1,158	\$1,153
4	\$919	\$1,003	\$1,265	\$1,268	\$1,325
5	\$815	\$854	\$1,000	\$967	\$994
6	\$1,152	\$1,223	\$1,416	\$1,424	\$1,421
7	\$590	\$626	\$948	\$980	\$906
8	\$960	\$1,047	\$1,133	\$1,153	\$1,130
9	\$456	\$498	\$712	\$700	\$1,140
10	\$1,004	\$1,092	\$1,219	\$1,192	\$809
11	\$1,390	\$1,476	\$1,821	\$1,787	\$1,833
12	\$1,264	\$1,260	\$1,370	\$1,440	\$1,346
13	\$1,283	\$1,243	\$1,516	\$1,476	\$1,571
14	\$1,198	\$1,330	\$1,353	\$1,394	\$1,288
15	\$1,287	\$1,218	\$1,474	\$1,463	\$1,506
16	\$574	\$575	\$575	\$575	\$576
17	\$576	\$576	\$575	\$575	\$574
18	\$808	\$894	\$1,024	\$1,039	\$1,074
Avg. Increase (\$)	\$954	\$1,000	\$1,165	\$1,168	\$1,167
Avg. Increase (%)	1.9%	1.9%	2%	2%	1.9%

Years of Experience

\$0 \$2,000

Annual base salary amounts, based on 200-day/10-month work year



HOW DOES IT WORK?

Annual base salary increases will be awarded according to the following schedule (*no salaries will decrease*):

**NO SALARIES
WILL
DECREASE**



NEW ANNUAL BASE SALARY MAXIMUM: \$73,000*

\$1,200 exceeds the average annual increase available under the old system for all levels of degree attainment. Teachers from all backgrounds will have the opportunity for faster salary progression.

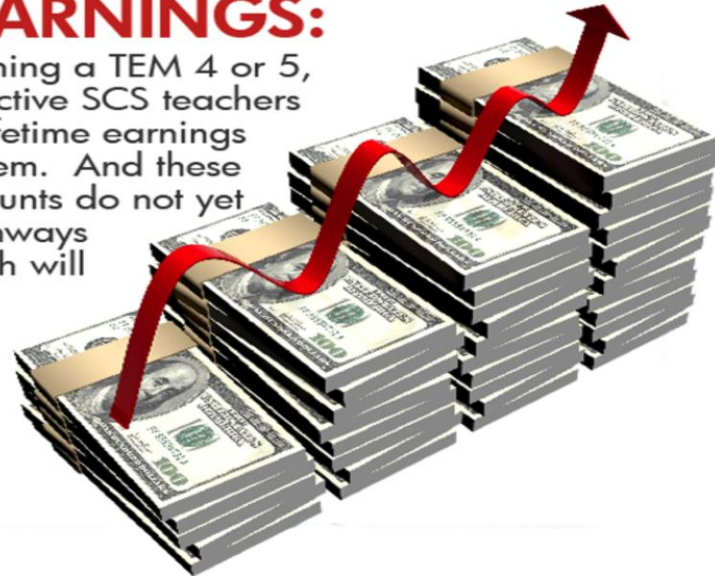
**Annual base salary amount, based on 200-day/10-month work year*



Prior Experience	Current SCS Starting Salaries	Proposed SCS Starting Salaries
0	\$42,343	\$42,500
1	\$43,206	\$43,500
2	\$44,258	\$44,500
3	\$45,241	\$45,500
4	\$46,160	\$46,500
5	\$46,975	\$47,500
6	\$48,127	\$48,500
7	\$48,717	\$49,500
8	\$49,677	\$50,500
9	\$50,133	\$51,500
10	\$51,137	\$52,500
MAXIMUM	\$73,000	

CAREER EARNINGS:

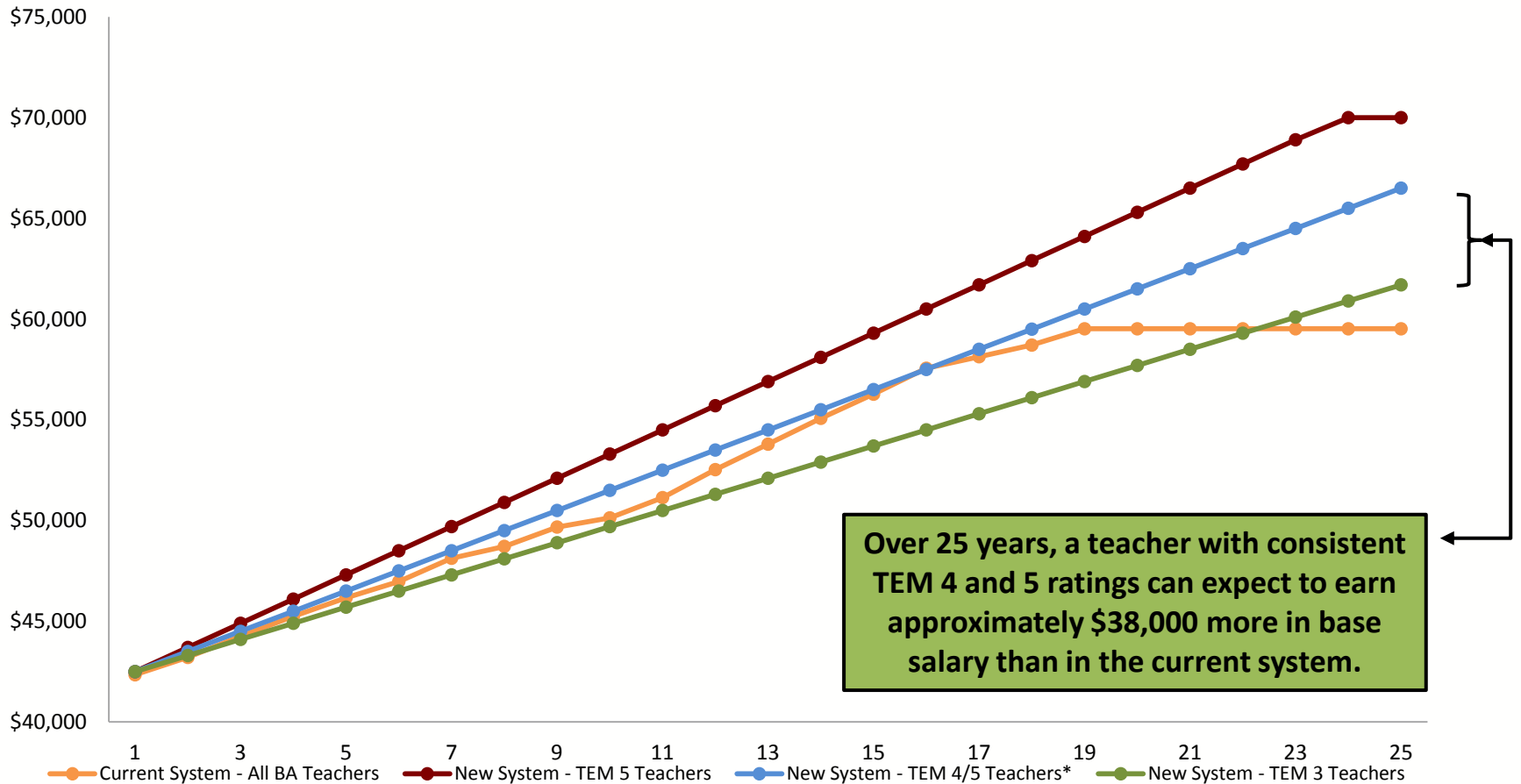
By consistently earning a TEM 4 or 5, the majority of effective SCS teachers will have greater lifetime earnings under the new system. And these compensation amounts do not yet include career pathways opportunities, which will further increase compensation opportunities.





SCS teachers who consistently earn TEM 4 or 5 ratings have the opportunity to earn more over their careers.

Salary earnings potential comparison for a newly-hired SCS teacher:



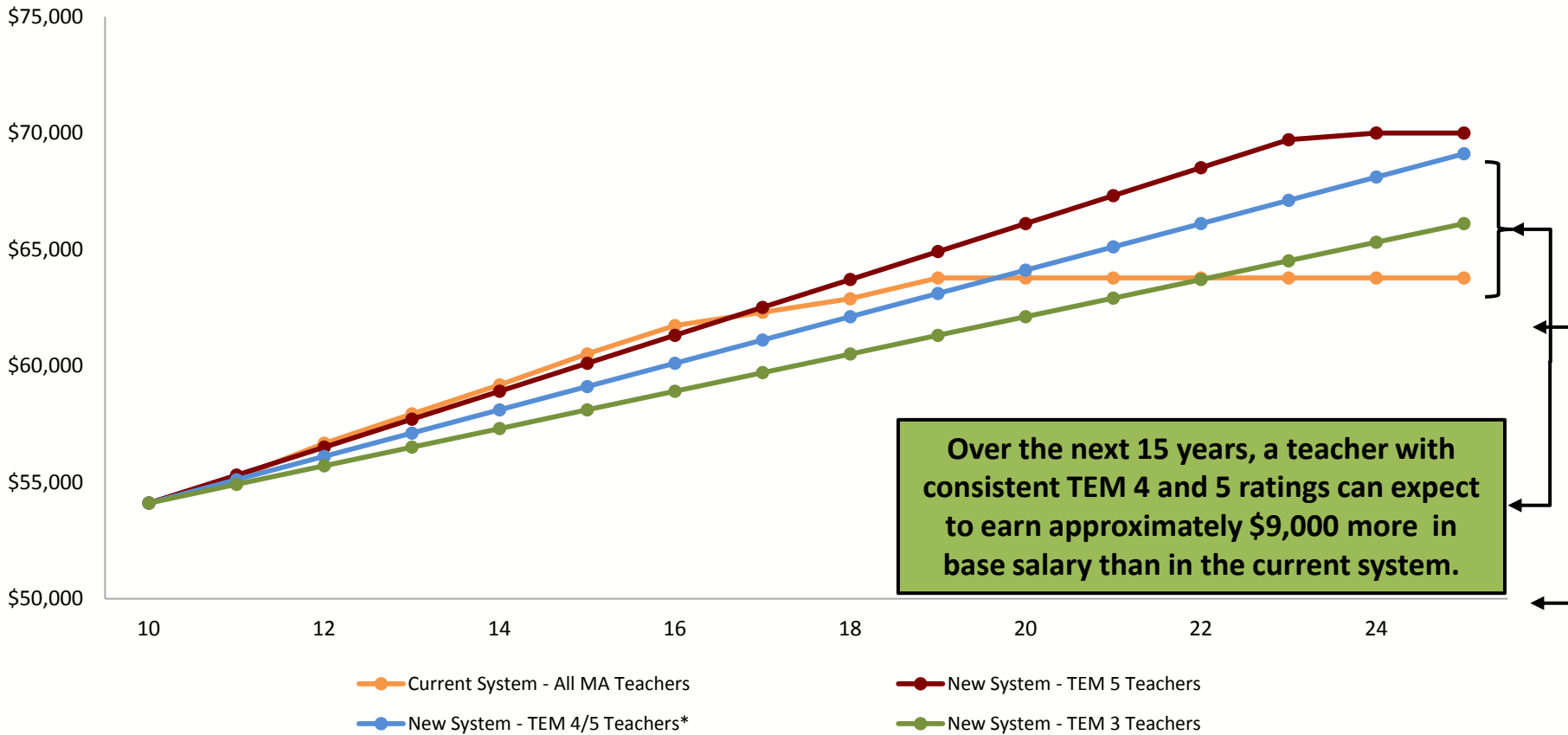
Over 25 years, a teacher with consistent TEM 4 and 5 ratings can expect to earn approximately \$38,000 more in base salary than in the current system.

*TEM 4/5 scenario assumes teacher earns equal number of TEM 4 and 5 ratings over career (i.e., \$1,000 average raises).



SCS teachers who consistently earn TEM 4 or 5 ratings have the opportunity to earn more over their careers.

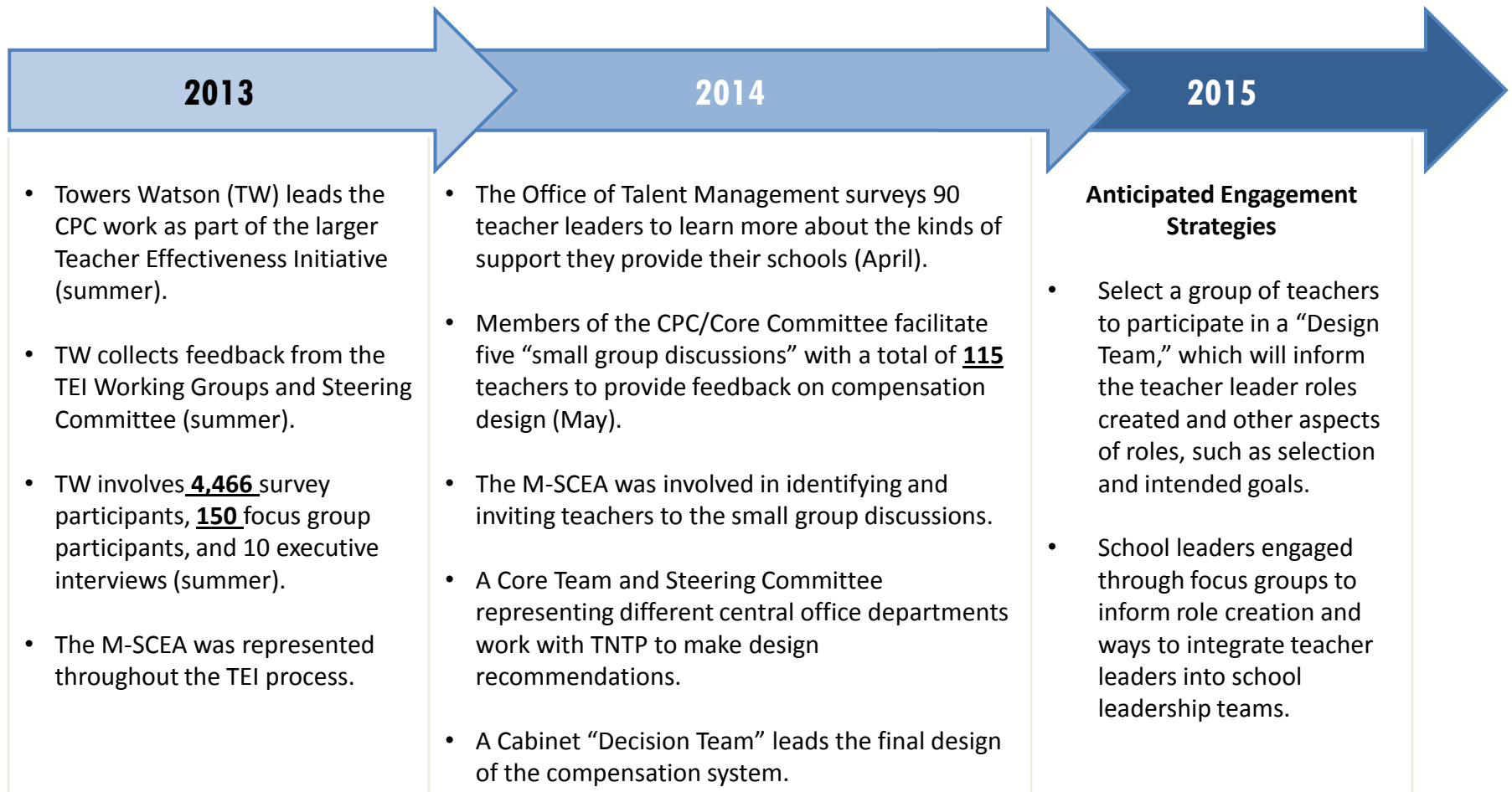
Salary earnings potential comparison for a 10th year SCS teacher with a Master's degree:



*TEM 4/5 scenario assumes teacher earns equal number of TEM 4 and 5 ratings over career (i.e., \$1,000 average raises).



Teachers and other stakeholders have been engaged at various points throughout the development process. The final stage in compensation design was driven by the Cabinet, though teachers will be fully involved in career pathways design in 2015.





Before July of 2015, we will:

- Design our career pathways framework
- Engage teachers and school leaders in design
- Create a plan to roll out the framework over the next few years
- Select teacher leaders for the roles that will be new in school year 2015-2016

Timeline

February - March	<ul style="list-style-type: none">• Create the career pathways framework and define leadership roles• Develop roll-out plan for the career pathways framework• Meet with teacher and school leader advisory groups to inform design
March	<ul style="list-style-type: none">• Present career pathways plan to the Board• Communicate new, full-time career pathways opportunities to teachers
March - April	<ul style="list-style-type: none">• Select teachers for new, full-time roles available for 2015-2016
April	<ul style="list-style-type: none">• Communicate new, limited release time roles
May – June	<ul style="list-style-type: none">• Select teachers for new, limited release time roles available for 2015-2016