

MEMPHIS-SHELBY COUNTY EDUCATION ASSOCIATION NEWSLETTER

How may we help you? We provide quality service and representation for educators of Memphis-Shelby County Schools. (901) 454-0966



Keith Williams
M-SCEA
Executive
Director

Dr. Anntriniece Napper
M-SCEA
President



Jesse Jeff
M-SCEA
UniServ
Director



Greetings Teachers!!!

The Memphis-Shelby County Education Association (M-SCEA) is the professional organization representing Teachers, Mental Health Employees, Education Support Professionals (ESPs), and other educators in the Memphis-Shelby County Schools.

M-SCEA HAS SO MUCH TO OFFER YOU, FELLOW EDUCATORS & ESP'S!

CALENDAR

Thurs. Sept. 28

- Emerging New Leaders Meeting
- M-SCEA Board Room
- 4:30 – 5:30 p.m.

Sat. Sept. 30

- Classroom Management PD
- 9 – 11 a.m.
- Virtual

Sat. Oct. 28

- Sneaker Ball
- Tickets cost \$25
- M-SCEA Auditorium
- 7-10 p.m.

Association Representative Spotlight



Mildred J. Williams - Few people can reach the people like Mildred J. Williams. She is a fantastic Association Representative that draws members with her magnetic personality, leadership mentality, and welcoming persona.



Rosemary Winters - is the epitome of a hard worker that speaks to the needs of the organization. The grace of her presence is shown within the different committees where she gives of herself selflessly.

If you are sent to the Office of Professional Standards (OPS) regardless of the reason, contact a Union Representative to escort you. Do NOT go alone.

Quick peek at the
new things that have
been added to the
MOU!

MEMORANDUM

OF UNDERSTANDING

PAY SCHEDULE INFORMATION

The pay schedule has gone from three lanes to four lanes.

1. Bachelor's Degree
2. Master's Degree
3. Educational Specialist
4. Doctorate Degree

Teachers who have 19+ years will receive a cost-of-living increase.



Memphis-Shelby County Schools
Teacher Salary Schedule
2023-2024 School Year

10 - Month Schedule

STEP	BACH 10M	MAST 10M	EDS 10M	DOCT 10M
0	\$47,000.00	\$51,000.00	\$54,500.00	\$56,700.00
1	\$47,540.40	\$51,540.40	\$54,960.40	\$57,482.49
2	\$48,258.80	\$52,258.80	\$55,598.80	\$58,086.99
3	\$48,977.20	\$52,977.20	\$56,237.20	\$58,869.48
4	\$49,695.60	\$53,695.60	\$56,875.60	\$59,651.98
5	\$50,414.00	\$54,414.00	\$57,514.00	\$60,434.47
6	\$52,364.00	\$56,364.00	\$59,464.00	\$62,058.72
7	\$53,243.75	\$57,318.75	\$60,243.75	\$62,893.51
8	\$54,123.50	\$58,273.50	\$61,023.50	\$63,728.29
9	\$55,003.25	\$59,228.25	\$61,803.25	\$64,563.08
10	\$55,883.00	\$60,183.00	\$62,583.00	\$65,397.86
11	\$57,833.00	\$62,133.00	\$64,533.00	\$67,121.38
12	\$58,731.67	\$63,174.67	\$65,365.00	\$68,390.35
13	\$59,630.33	\$64,216.33	\$66,197.00	\$69,659.32
14	\$60,529.00	\$65,258.00	\$67,029.00	\$70,928.30
15	\$62,479.00	\$67,208.00	\$68,979.00	\$73,972.55
16	\$64,429.00	\$69,629.00	\$70,929.00	\$77,459.55
17	\$66,379.00	\$72,050.00	\$72,879.00	\$80,946.55
18	\$68,757.00	\$74,899.00	\$75,257.00	\$84,861.55

Updated 6/13/2023

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EVALUATION GRIEVANCE

Per M-SCS Policy, you cannot grieve the score of your evaluation. However, you can grieve the procedures that are not followed. The MOU will now allow you to grieve within 10 days if the procedures were not followed correctly.

BEREAVEMENT DAYS

You will now receive three (3) bereavement days that will NOT require the use of your sick days. These bereavement days can be used for immediate family members.

BENEFITS

The health insurance remains a 70/30 split which includes the District paying 70% of the costs and you will pay 30 %.

POLICY SPOTLIGHT:

*Are you familiar
with your rights
as an
educator?*

Policy 4055 - Grievances

Any District employee with an employment related issue is encouraged to informally communicate his/her concerns to the immediate supervisor. Issues not resolved informally may be grieved in writing.

Grievances may be filed by an individual employee or collectively by a group of employees in accordance with the following procedures. Such procedures are not intended to replace, supersede, or otherwise interfere with employment-related procedures governed by federal and/or state statute.

Policy 4060 – Lunch break and Break periods

All employees that work 6 hours or more per day shall be entitled to a minimum of 30 minutes uninterrupted duty-free meal period. ESPs should also receive a minimum of two fifteen-minute break periods if they work 6 hours or more. Employees that work more than two hours, but less than six hours are not entitled to a meal period but one fifteen-minute break period.

Policy 1009 – Discrimination

The Memphis-Shelby County School Board prohibits discrimination to the base of its employees based on age, sex, race, color, religion, sex, disability, or national origin. If you feel you have been discriminated against, contact your Association Representative (AR) and the Federal Rights Coordinators. If you have a disability, you are also covered under The Rehabilitation Act of 1973, commonly known as Section 504. Speak to your AR about your rights.

Policy 4014 – On the Job Injury (OJI)

It is the policy of Memphis-Shelby County Schools to provide an accident on the job program for eligible employees. All permanent employees who sustain an injury, illness, or disability resulting from an incident arising out of and in the course of employment with the District may be eligible for benefits under this policy. Remember, you must report the incident on the same day the incident occurs. Report it to your immediate supervisor and financial secretary as soon as possible.

Tenn. Comp. R. & Regs. 0520-04-03-.03 – Duty Free Lunch

In schools providing a lunch period for students, all teachers shall be provided each day with a lunch period during which they shall not have assigned duties.

Policy 4010 – Harassment of Employees

Harassment of employees will not be tolerated. Harassment is defined as conduct, advances, gestures, or words either written or spoken to include those of a sexual, racial, ethnic, or religious nature which: (1) Unreasonably interfere with an individual's work or performance; (2) Create an intimidating, hostile or offensive work environment; (3) Imply that submission to such conduct is made an explicit or implicit term of employment; or (4) Imply that submission to or rejection of such conduct will be used as a basis for an employment decision affecting the harassed employee.

LET'S PAY OUR DUES

State Legislators banned payroll dues deductions for union members this summer. So, M-SCEA has a few options to help you pay your dues.

Invoice – All members have received an invoice to pay their dues from our Membership Coordinator, Catricia Boyland. If you have received one, please pay your invoice. This invoice is unique to you, and not to be shared.

Bank Draft – If you desire to pay a different way, a bank draft option is now available. Please click on the link to the right if this is the option you choose.

Check/Money Order – You may also pay your full (annual) dues by check or money order as well. Checks are *only* being accepted for annual pay.

Contact our Membership Coordinator, Catricia Boyland at (901) 454 -0966 ext. 50. If there are any questions or concerns.

*Teachers' dues are \$38.50/month and \$385/year.
ESPs' dues are \$20.60/month or \$206/year.*

Visit our website at

<https://mscea.org/>, or click on the link listed below.

[Click here to pay your Association dues!](#)



Memphis Shelby County Education Association