

Teacher Raise Frequently Asked Questions

Why did teachers and teacher-types receive the 3% increase?

The Superintendent recommended and the Board approved a 3% increase for all teachers and teachers-types due to the testing challenges that prevented the opportunity to award performance-based increases.

Who received the 3% increase?

All teacher or teacher-types, who were continuously employed prior to January 1, 2018, received the increase including classroom teachers, librarians, counselors, school-based instructional facilitators and PLC coaches, social workers, psychologists, ROTC instructors, alcohol/drug counselors, occupational therapists, audiologists, physical therapists and speech therapists.

Were employees at the maximum of the salary schedule eligible for the 3% increase?

Any eligible employee receiving the maximum salary amount of \$73,000* could not receive a salary increase, so we awarded those teachers/teacher types a one-time bonus equivalent to the raise amount.

Will I still receive a performance-based salary increase this school year?

Unfortunately, the district is unable to award performance-based increases for 2018-2019 due to the State's challenges with TN Ready. Therefore, performance-based increases will not be provided in addition to the 3% increase.

Will I receive a performance-based salary increase in the future?

Assuming the State has no further issues with testing, we will move back to our performance-based teacher compensation plan for the 2019-2020 school year. This includes stipends for teachers with Advanced Degrees which will pick back up in 2019-2020.

Under the teacher compensation plan, I only have four years of eligibility for my advanced degree stipend. Am I losing a year due to this issue?

No, this year will NOT be included in the four-year eligibility count. As long as there are no further issues with TN Ready, we will pick the eligibility count up again next year.

Will stipends still be issued for National Board Certified Teachers?

Yes, NBCT stipends will be paid out in the usual manner to eligible teachers.

Will stipends or bonuses be issued for teachers at Reward Schools?

Stipends and bonuses are not automatically associated with being a Reward School. If bonuses are issued, it will be announced and received.

*Shelby County Schools has always had a salary cap, and it was recently raised to \$73,000. Under the former step-and-lane system, the cap was \$71,000.

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