

When there are two schedules in use in a district, NCTQ's policy is to analyze the salary schedule that applies to new hires. As such, only the salary schedule for teachers hired after 8/3/2013 was analyzed. For NCTQ's analysis of 2016-17 salary schedules, this 2015-2016 schedule was used as it was posted on district website as of March 24, 2017. NCTQ's policy is to analyze salary schedules that are posted online as of January 1, 2017.

| 2015-16 Teacher Salary Schedule Hired Prior to 8/3/2013 |                   |                 |                |             |                  |
|---|-------------------|-----------------|----------------|-------------|------------------|
| Step  | Bachelor's Degree | Master's Degree | MA + 45 Degree | ED.S Degree | Doctorate Degree |
| 0   | \$42,343.00       | \$45,778.00     | \$49,328.00    | \$50,023.00 | \$51,862.00      |
| 1   | \$43,206.00       | \$46,845.00     | \$50,658.00    | \$51,273.00 | \$53,046.00      |
| 2   | \$44,258.00       | \$47,873.00     | \$51,748.00    | \$52,450.00 | \$54,224.00      |
| 3   | \$45,241.00       | \$48,860.00     | \$52,903.00    | \$53,608.00 | \$55,377.00      |
| 4   | \$46,160.00       | \$49,863.00     | \$54,168.00    | \$54,876.00 | \$56,702.00      |
| 5   | \$46,975.00       | \$50,717.00     | \$55,168.00    | \$55,843.00 | \$57,696.00      |
| 6   | \$48,127.00       | \$51,940.00     | \$56,584.00    | \$57,267.00 | \$59,117.00      |
| 7   | \$48,717.00       | \$52,566.00     | \$57,532.00    | \$58,247.00 | \$60,023.00      |
| 8   | \$49,677.00       | \$53,613.00     | \$58,665.00    | \$59,400.00 | \$61,153.00      |
| 9   | \$50,133.00       | \$54,111.00     | \$59,377.00    | \$60,100.00 | \$62,293.00      |
| 10  | \$51,137.00       | \$55,203.00     | \$60,596.00    | \$61,292.00 | \$63,102.00      |
| 11  | \$52,527.00       | \$56,679.00     | \$62,417.00    | \$63,079.00 | \$64,935.00      |
| 12  | \$53,791.00       | \$57,939.00     | \$63,787.00    | \$64,519.00 | \$66,281.00      |
| 13  | \$55,074.00       | \$59,182.00     | \$65,304.00    | \$65,995.00 | \$67,852.00      |
| 14  | \$56,272.00       | \$60,512.00     | \$66,656.00    | \$67,389.00 | \$69,140.00      |
| 15  | \$57,559.00       | \$61,730.00     | \$68,130.00    | \$68,852.00 | \$70,646.00      |
| 16  | \$58,133.00       | \$62,305.00     | \$68,705.00    | \$69,427.00 | \$71,222.00      |
| 17  | \$58,709.00       | \$62,881.00     | \$69,280.00    | \$70,002.00 | \$71,796.00      |
| 18  | \$59,517.00       | \$63,775.00     | \$70,304.00    | \$71,041.00 | \$72,870.00      |

| 2015-16 Teacher Salary Schedule |                   |
|---------------------------------|-------------------|
| Step                            | Bachelor's Degree |
| 0                               | \$42,343.00       |
| 1                               | \$43,206.00       |
| 2                               | \$44,258.00       |
| 3                               | \$45,241.00       |
| 4                               | \$46,160.00       |
| 5                               | \$46,975.00       |
| 6                               | \$48,127.00       |
| 7                               | \$48,717.00       |
| 8                               | \$49,677.00       |
| 9                               | \$50,133.00       |
| 10                              | \$51,137.00       |
| 11                              | \$52,527.00       |
| 12                              | \$53,791.00       |
| 13                              | \$55,074.00       |
| 14                              | \$56,272.00       |
| 15                              | \$57,559.00       |
| 16                              | \$58,133.00       |
| 17                              | \$58,709.00       |
| 18                              | \$59,517.00       |

\* STEM Teachers may be hired at higher rate for degree

## Compensation

- Home
- Staff
- Announcements
- Forms
- Salary Certified
- Salary Classified
- Stipends
- Academic stipends

### SALARY CERTIFIED

--Select Salary Schedule--

#### 2014-15 Teacher Salary Schedule Effective to 8/3/2013

| Step <input type="checkbox"/> | Bachelor's Degree <input type="checkbox"/> | Annual |  |  |  |
|-------------------------------|--|--------|--|--|--|
| 0                             | \$42,343                                   |        |  |  |  |
| 1                             | \$43,206                                   |        |  |  |  |
| 2                             | \$44,258                                   |        |  |  |  |
| 3                             | \$45,241                                   |        |  |  |  |
| 4                             | \$46,160                                   |        |  |  |  |
| 5                             | \$46,975                                   |        |  |  |  |
| 6                             | \$48,127                                   |        |  |  |  |
| 7                             | \$48,717                                   |        |  |  |  |
| 8                             | \$49,677                                   |        |  |  |  |
| 9                             | \$50,133                                   |        |  |  |  |
| 10                            | \$51,137                                   |        |  |  |  |
| 11                            | \$52,527                                   |        |  |  |  |
| 12                            | \$53,791                                   |        |  |  |  |
| 13                            | \$55,074                                   |        |  |  |  |
| 14                            | \$56,272                                   |        |  |  |  |
| 15                            | \$57,559                                   |        |  |  |  |
| 16                            | \$58,133                                   |        |  |  |  |
| 17                            | \$58,709                                   |        |  |  |  |
| 18                            | \$59,517                                   |        |  |  |  |

**Compensation**  
 160 South Hollywood RM 120  
 Memphis, TN 38112  
 Phone: (901) 416-2832  
 Fax: (901) 416-6463  
 Email: [Compensation@scsk12.org](mailto:Compensation@scsk12.org)

|  |  |   |
|--|--|---|
| <p><b>PARENTS/STUDENTS</b></p> <ul style="list-style-type: none"> <li>Academic Affairs</li> <li>Calendar</li> <li>Curriculum and Instruction</li> <li>Health Clinics</li> <li>Nutrition</li> <li>Optional Schools</li> <li>Student Handbook</li> <li>Order Transcripts/Student Records</li> <li>Parent And Community Engagement</li> <li>Parent Connect</li> <li>Pre-K/Head Start</li> <li>Student Services</li> <li>Transportation</li> </ul> | <p><b>EMPLOYEES</b></p> <ul style="list-style-type: none"> <li>Employee E-mail</li> <li>Family Care Centers</li> <li>Employee Guide</li> <li>Employee Portal</li> <li>My Learning Plan</li> <li>Talent Management</li> </ul> | <p><b>EXTRAS</b></p> <ul style="list-style-type: none"> <li>2014-15 Board Approved District Rezoning Maps</li> <li>Summer Internships</li> <li>2014-15 School Closures</li> <li>Optional Schools Application</li> <li>SCS Weekly's Good News</li> </ul> |
|--|--|---|

## Compensation

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- Salary Classified
- Stipends
- Academic stipends

### SALARY CERTIFIED

--Select Salary Schedule--

#### 2014-15 Teacher Salary Schedule Hired Prior to 8/3/2013

| Step          | Bachelor's Degree | Master's Degree * | MA+45 Degree * | ED.S Degree* | Doctorate Degree * |
|---------------|-------------------|-------------------|----------------|--------------|--------------------|
| <b>Annual</b> |                   |                   |                |              |                    |
| 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          | \$65,304       | \$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            | \$59,517          | \$63,775          | \$70,304       | \$71,041     | \$72,870           |

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|  |   |  |  |
|--|---|--|--|
|  | <b>PARENTS/STUDENTS</b>   | <b>EMPLOYEES</b>   | <b>EXTRAS</b>  |
|  | <ul style="list-style-type: none"> <li>Academic Affairs</li> <li>Calendar</li> <li>Curriculum and Instruction</li> <li>Health Clinics</li> <li>Nutrition</li> <li>Optional Schools</li> <li>Student Handbook</li> </ul> | <ul style="list-style-type: none"> <li>Order Transcripts/Student Records</li> <li>Parent And Community Engagement</li> <li>Parent Connect</li> <li>Pre-K/Head Start</li> <li>Student Services</li> <li>Transportation</li> </ul> | <ul style="list-style-type: none"> <li>Employee E-mail</li> <li>Family Care Centers</li> <li>Employee Guide</li> <li>Employee Portal</li> <li>My Learning Plan</li> <li>Talent Management</li> </ul>                               |
|  |   |  | <ul style="list-style-type: none"> <li>2014-15 Board Approved District Rezoning Maps</li> <li>Summer Internships</li> <li>2014-15 School Closures</li> <li>Optional Schools Application</li> <li>SCS Weekly's Good News</li> </ul> |