

SALARY ADVANCEMENTS

*Knox County Schools is committed to retaining and recruiting **great educators** with high-quality talent at every school to support teaching and learning in the classroom.*

In 2024, KCS implemented new salary schedules designed to provide a market value salary to all employees. Moving forward, KCS will maintain market value by:

- advancing salaries on a structured step system, designed to provide competitive and equitable pay; and
- conducting a market value assessment every 3-5 years to realign salary schedules.

\$119.1 MILLION
new investments
in staff since 2022

Certified Employee Scale

- **Teachers**
- Educational Interpreters
- Librarians
- School Counselors

CERT 1: Bachelor's Degree

CERT 2: Master's and Above

Tennessee's Path to \$50,000

In May 2023, Tennessee Governor Bill Lee signed the **Teacher Paycheck Protection Act**, a bill designed to raise the minimum teacher salary to \$50,000 by the 2026-27 school year. This initiative aims to make Tennessee a **top-10 state** for teacher pay to enhance the recruitment and retention of **great educators**.

General Employee Scale

- **All Other Employees**, including:
- Principals
- Assistant Principals
- Coaches
- Social Workers
- Nurses
- School Security

Predictable Growth

Staff on the general scale can expect predictable salary growth each year in the form of **step advancements**. These structured increases ensure steady progression and **greater stability** in long-term financial planning. This progression model was recommended by the comprehensive salary study approved by the Board of Education in April 2024, and fully implemented on July 1, 2024.

COMING 2028: MARKET VALUE ASSESSMENT