

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.



\$141.7 MILLION
new investments
in staff since 2022

Certified Employee Scale

- **Teachers**
- Certified 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, an initiative to make Tennessee a top-10 state for teacher pay. **For FY27, certified scales will be increased by 2.5%.**

General Employee Scale

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

Planning for 2028

In FY27, general scales will be increased by 2%, equivalent to a \$6.6 million investment. This reflects a long-term strategy to strengthen pay through consistent annual funding, allowing employees to benefit from incremental gains while supporting sustainable growth aligned with third-party recommendations.

COMING SOON: 2028 PROMISE

\$100K in proposed investments for salary reassessment