

Board of Education Special Called Meeting
April 16, 2026 4:45 PM
Central Services Board Room

1. Call to Order
2. Moment of Silence/Pledge of Allegiance
3. Roll Call
4. *Approval of Agenda
5. Community Comments
6. Open Meetings
7. *Resolution
8. *Certified Pay Scales
9. *CDC/SDS Supplements
10. *Technology
11. Questions from Media
12. Adjournment

(*) Indicates Board Approval Required

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April 16, 2026 at 4:45 PM - Board of Education Special Called Meeting

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Agenda Item Type: Procedural Item

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4. *Approval of Agenda

Agenda Item Type: Action Item

5. Community Comments

Agenda Item Type: Information Item

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7. *Resolution

Agenda Item Type: Action Item

Attachments: (1)

- [BOARD OF EDUCATION OF CUMBERLAND COUNTY RESOLUTION](#)

8. *Certified Pay Scales

Agenda Item Type: Action Item

Attachments: (1)

- [Cert 26-27 Linear Model](#)

9. *CDC/SDS Supplements

Agenda Item Type: Action Item

Attachments: (1)

- [CDC Supplements](#)

10. *Technology

Agenda Item Type: Action Item

11. Questions from Media

Agenda Item Type: Information Item

12. Adjournment

Agenda Item Type: Action Item

Comments:

BOARD OF EDUCATION OF CUMBERLAND COUNTY RESOLUTION NO. 2026-04

A RESOLUTION TO RECONSTRUCT THE CERTIFIED SALARY SCHEDULE, ESTABLISH A \$51,000.00 STARTING BASE, AND IMPLEMENT A LINEAR COMPENSATION MODEL

WHEREAS, the State of Tennessee has established a \$50,000.00 minimum starting teacher salary mandate; and **WHEREAS**, the Cumberland County Board of Education seeks to maintain a competitive advantage in recruitment and retention by exceeding state minimums; and **WHEREAS**, the Board desires to eliminate salary compression and "frozen steps" by ensuring every year of professional service is recognized with a consistent, linear financial increase;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF CUMBERLAND COUNTY:

SECTION 1. Adoption of the \$51,000 Base. The Board hereby adopts the **2026-2027 Linear Salary Schedule** anchored by a Bachelor's Step 0 (Base) of **\$51,000.00**.

SECTION 2. The Vertical Experience Increment. The Board establishes a fixed annual vertical experience step of **\$625.00** for all certified experience steps ranging from **Step 0 through Step 29 (30 years of service)**.

SECTION 3. Fixed Degree Intervals. The Board shall establish a fixed degree interval between each degree level:

- Master's Degree (MA): Bachelor's Step + \$4,500.00
- Education Specialist (Ed.S.): Bachelor's Step + \$8,000.00
- Doctorate (Ed.D./Ph.D.): Bachelor's Step + \$11,500.00

SECTION 4. Career Cap. For the purposes of this schedule, Step 29 shall serve as the maximum experience step. Personnel exceeding 30 years of service shall remain at the Step 29 salary level plus any applicable future "Base Lifts" approved by the Board. Each fiscal year hereafter, the Board shall also continue working with the Director within this linear compensation model to establish teacher salary ratings and remain in compliance with the minimum salary schedule adopted annually by the Tennessee State Board of Education. *See* Tenn. Comp. R. & Regs. 0520-01-02-.02(1); *see also* Tenn. Code Ann. § 49-5-402.

SECTION 5. Funding Request. The Board requests a total salary investment of **\$2,500,000.00** for the 2026-2027 fiscal year to fund this **Salary Schedule** transition. This amount shall be inclusive of all restricted TISA Salary Improvement funds "**FY27 TISA - Funds for Existing Educator Salary Increases**"- (Amount preliminary) and "**FY26 TISA Outcomes _District Total**"- (Amount = **\$779,835.50**)

ADOPTED on this the ____ day of _____ 2026 BY MAJORITY VOTE OF THE CUMBERLAND COUNTY BOARD OF EDUCATION.

CHAIRMAN

CUMBERLAND COUNTY BOARD OF EDUCATION

2026-2027

SALARY SCHEDULE

LICENSED INSTRUCTIONAL PERSONNEL - BELOW ASSISTANT PRINCIPAL

SYSTEM WIDE YRS OF EXPERIENCE	Bachelor	Master	Education Specialist	Doctorate
0	\$ 51,000	\$ 55,500	\$ 59,000	\$ 62,500
1	\$ 51,625	\$ 56,125	\$ 59,625	\$ 63,125
2	\$ 52,250	\$ 56,750	\$ 60,250	\$ 63,750
3	\$ 52,875	\$ 57,375	\$ 60,875	\$ 64,375
4	\$ 53,500	\$ 58,000	\$ 61,500	\$ 65,000
5	\$ 54,125	\$ 58,625	\$ 62,125	\$ 65,625
6	\$ 54,750	\$ 59,250	\$ 62,750	\$ 66,250
7	\$ 55,375	\$ 59,875	\$ 63,375	\$ 66,875
8	\$ 56,000	\$ 60,500	\$ 64,000	\$ 67,500
9	\$ 56,625	\$ 61,125	\$ 64,625	\$ 68,125
10	\$ 57,250	\$ 61,750	\$ 65,250	\$ 68,750
11	\$ 57,875	\$ 62,375	\$ 65,875	\$ 69,375
12	\$ 58,500	\$ 63,000	\$ 66,500	\$ 70,000
13	\$ 59,125	\$ 63,625	\$ 67,125	\$ 70,625
14	\$ 59,750	\$ 64,250	\$ 67,750	\$ 71,250
15	\$ 60,375	\$ 64,875	\$ 68,375	\$ 71,875
16	\$ 61,000	\$ 65,500	\$ 69,000	\$ 72,500
17	\$ 61,625	\$ 66,125	\$ 69,625	\$ 73,125
18	\$ 62,250	\$ 66,750	\$ 70,250	\$ 73,750
19	\$ 62,875	\$ 67,375	\$ 70,875	\$ 74,375
20	\$ 63,500	\$ 68,000	\$ 71,500	\$ 75,000
21	\$ 64,125	\$ 68,625	\$ 72,125	\$ 75,625
22	\$ 64,750	\$ 69,250	\$ 72,750	\$ 76,250
23	\$ 65,375	\$ 69,875	\$ 73,375	\$ 76,875
24	\$ 66,000	\$ 70,500	\$ 74,000	\$ 77,500
25	\$ 66,625	\$ 71,125	\$ 74,625	\$ 78,125
26	\$ 67,250	\$ 71,750	\$ 75,250	\$ 78,750
27	\$ 67,875	\$ 72,375	\$ 75,875	\$ 79,375
28	\$ 68,500	\$ 73,000	\$ 76,500	\$ 80,000
29	\$ 69,125	\$ 73,625	\$ 77,125	\$ 80,625

Footnotes:

Note 1: See State Board of Education Rules, Regulations and Minimum Standards 0520-2-4-.01(15), Advanced Academic Training Acceptable for Purposes of Salary Rating on the License, regarding master's degree, education specialist's degree, and doctor's degree designations.

Note 2: Occupational education teachers with less than a bachelor's degree who hold the occupational education license shall be paid on a bachelor's degree.



**Cumberland County Schools
Comprehensive Development Classroom Teachers &
Special Day School Teachers**

Number/ Type	\$1000.00	\$1500.00	\$2000	\$2500	\$3000
16-CDC	\$16,000.00	\$24,000.00	\$32,000.00	\$40,000.00	\$48,000.00
2-SDS	\$2,000.00	\$3,000.00	\$4,000.00	\$5,000.00	\$6,000.00
TOTAL	\$18,000.00	\$27,000.00	\$36,000.00	\$45,000.00	\$54,000.00