

JOINT BOARD OF EDUCATION

AGENDA

Date of Meeting: April 29, 2025

Time: 5:00 PM

Location: Professional Development Center at the Kathryn W. Leonard
Administrative Office

- I. **Call to Order/Welcome** (5 Minutes) Cindy Luttrell
- II. **Pick up Dinner** (10 minutes)
- III. **Review of Board Goals 2 & 3 Key Performance Indicators** (10 Minutes) Melissa Batson, Jason Horne
- IV. **Capital Project & CIP** (30 Minutes) Jason Horne, Phillip Graham
- V. **Budget PowerPoint** (55 Minutes) Ellen Lipe, CPA
- VI. **Director's Comments** (15 Minutes) Steve Starnes
- VII. **Questions & Discussions** (15 Minutes) Cindy Luttrell
- VIII. **Direction from the Board** (10 minutes) Cindy Luttrell
- IX. **Adjournment** Cindy Luttrell

Greenville City Schools Action Plan - Goal Two					
YEAR: 2024-2029			Finalized: April		
Board Goal: Provide a System of Highly-Qualified World-Class Faculty and Staff					
Rationale:		<p>A growth mindset and high expectations for ALL are essential for optimal learning. Educators and students are committed to continuous learning.</p> <p>Everyone involved with the child's development has a unique role in this partnership.</p> <p>We are a family of learners committed to building relationships with students and colleagues to learn and grow together. We strive to develop the whole-child by nurturing purpose, passion, and strengths.</p> <p>We are a learning organization that strives to move beyond what is and continually searches for what could be.</p>			
KEY PERFORMANCE INDICATORS					KPI Progress Report
1. Achieve 98% Educator Overall Level of Effectiveness (LOE) Scores \geq 4					<p>Goal Not Met (but seeing steady increase each year)</p> <p>2023-2024 - 96.58%</p> <p>2022-2023 - 95.5%</p> <p>2021-2022 - 94.34%</p> <p>2020-2021 - 91.67%</p> <p>(always a year behind due to data)</p>
2. Achieve 100% Educator workforce with zero waivers or permits					<p>Goal Not Met:</p> <p>2024-2025: 98% (1 Media Specialist Waiver and 4 Occupational Permits)</p> <p>2022-2023: 97%</p> <p>We continue to encounter challenges in hiring those already with an endorsement, but found quality candidates willing to obtain them.</p> <p>We have seen a rise in applicants with ESL endorsements which is great.</p>
3. Increase diversity in our workforce by 1% each year.					<p>Goal Not Met:</p> <p>Increased a quarter of a percent district-wide and no change with teacher diversity.</p> <p>2024-2025: 6.30%(District) 3.32% (Teachers)</p> <p>2023-2024: 6.04% (District) 3.28% (Teachers)</p> <p>2022-2023: 6.00% (District) 3.85% (Teachers)</p> <p>2021-2022: 4.9% (District) 2.8% (Teachers)</p>
4. Achieve a 97% new hire satisfaction rate.					<p>Goal Met</p> <p>2024-25: 97%</p> <p>2023-24: 96%</p> <p>2022-23: 98.6%</p> <p>2021-22: 94%</p>
5. Achieve a 95% employment retention rate.					<p>Goal Not Met</p> <p>2023-2024: 91.36% Teacher Retention (93.8% excluding retirees)</p> <p>2022-2023: 91.46% Teacher Retention (95.14% excluding retirees)</p> <p>2021-2022: Teacher Retention Rate 90.2%</p> <p>2020-2021: Teacher Retention Rate 91%</p>
ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES	FUNDING SOURCE	Spring 2025 Updates
Continue follow up check-ins and surveys with new hires within the first 90 days of employment.	2024-2029	Chief Human Resources Officer & HR Specialist	None	None	All new hires participate in an online onboarding course through Canvas and complete a new hire satisfaction survey.
Continue the GCS Employee Recognition Committee to ensure all GCS employees are celebrated throughout the school year.	2024 - 2025	The Committee is comprised of employees at all levels and building locations in the organization, led by Human Resources.	\$3,000	General Purpose & Vendor Sponsorships	Continued donations from vendors. Groups continue to be celebrated through business sponsored gift cards. A "GCS Fall Fun Event" was held in October 2023. 2024 Through a district wide contest, "Sprout" was welcomed as the recognition team mascot.

Continue to analyze feedback on exit surveys and compile reasons for separation.	2025-2029	Chief Human Resources Officer	None	None	2024 - Implemented the option for separating employees to choose an in-person exit interview.
Implement stay interviews to aid in retention initiatives.	2025-2029	Chief Human Resources Officer	None	None	In 2024-25 we are developing a method of selection from specific ranges of employment by group.
Continue to monitor substitute pay annually with surrounding districts to maintain a competitive advantage.	2024-2029	Chief Human Resources Officer		General Purpose (Budget Request)	GCS continues to remain competitive in this area with surrounding districts. \$70/Non-Certified, \$80/Certified, \$100/Certified Retirees. Additionally, GCS provides a monthly bonus to subs working more than 10 days per month. Long-term/Hard to fill rate increased to \$225 per day.
Continue to recommend an annual increase to the Certified Teacher Salary Scale in addition to any proposed percentage increase in the following increments \$400, \$450, \$500, respectively.	2024-2027	Director of Schools, Chief Financial Officer, and Board of Education	Year 1: 93,770.25 Year 2: 109,398.63 Year 3: 125,027.00 Year 4: 140,655.38 Year 5: 156,283.75	Additional property tax from the new residential developments projected over the next 5 years by Town of Greeneville officials (potential for up to 1,300 residential units).	Year 1 budget request implemented. Year 2 budget request implemented. Year 3 budget request implemented.
Collaborate with the Assistant Director of Schools for Curriculum and Instruction, the Teaching and Learning Coordinator, and the Instructional Coaches to develop a plan for increasing overall level of effectiveness (LOE) in teachers scoring below a 4.	2024-2029	Chief Human Resources Officer, Assistant Director of Schools for Curriculum & Instruction, Teaching & Learning Coordinator, and Instructional Coaches	None	None	We are seeing a steady increase in this goal each year 2020-21: 91.67%, 2021-22: 94.34%, 2022-23: 95.5%, 2023-24: 96.58%
Continued work with the Tennessee Teacher Apprenticeship program.	2023-2029	Chief Human Resources Office, Assistant Director of Schools for Curriculum & Instruction, and the Teaching & Learning Coordinator	\$7500 for Teaching Mentors	General Purpose	The former GYO program expired and was replaced with the Tennessee Teacher Apprenticeship program. In 2023, GCS's Apprenticeship Program application was approved, interest applications from current Instructional Assistants were submitted and the group is currently working to determine how many candidates the district will be able to support. Currently have 1 Apprentice enrolled (working at Greeneville Middle)

Greenville City Schools Action Plan - Goal Three

YEAR: 2024-2029

Finalized: 3/1/2024

Board Goal: Provide a state-of-the-art learning environment.

Rationale:

The learning environment shall be clean, physically and emotionally safe, and foster a sense of well-being and belonging.

The district must be a good steward and maintain the facilities entrusted to its care.

Appropriate access to current technologies is necessary for district students and educators to succeed.

KEY PERFORMANCE INDICATORS

Spring 2025 Progress Report

1. Internal stakeholder customer satisfaction surveys relative to facility cleanliness will result in 97% or higher satisfaction.

Goal Exceeded: 98.5%.

2. Access control systems will be expanded to encompass 100% district-wide integration in both internal as well as external spaces.

Goal not met: External Percentage is 76.34/Internal Percentage is 28.57%.

3. Capital budgeted funds will increase by 20% each year until total annual allocation reaches \$1,000,000

Capital Budget is at 720,000 (\$148,500 GMS debt-service added this year)

4. All student records will be digitally archived and backed up to more than one source for data redundancy and protection.

Currently at 25%. (Funded by ScribOrders.)

5. School heating and cooling systems will be replaced by 2029.

In progress. Will complete if CIP is fully funded.

6. Computing devices will be replaced for K-12 and students/teachers every 36 months. Funding will be allocated during the 2024-2025, 2025-2026, and 2026-2027 budgets until the total allocation for cyclical replacement is \$450k.

On track to meet goal.

ACTION STEPS	TIMELINE	PERSON(S) RESPONSIBLE	REQUIRED RESOURCES & PROJECTED COSTS	FUNDING SOURCE	Spring 2025 Progress Report
Actionable Customer Satisfaction surveys will be constructed and utilized to collect, analyze, and drive decisions to improve the physical state of facilities.	2024-2029	Assistant Director of Schools for Administration and Team	SurveyMonkey subscription renewal (\$2,000)	IT Funds	Surveys will go out on May 5 through May 16.
Replace teacher devices	2024-2025	Assistant Director of Schools/IT Team	\$200,000	IT Funds	Approved for a purchase of \$303,000 (price point: \$1,011; 300 devices)
Replace student computing devices in grades K-12	2024-2029	Assistant Director of Schools/IT Team	\$1,050,000 (price point: \$350; quantity 3,000)	IT Funds	Cyclical replacement program in place and working well.
Site surveys and budgetary plans will be developed in order to deploy Avigilon access control systems.	2024-2029	Assistant Director of Schools for Administration and Team/Avigilon	Labor resources including Maintenance and IT Team for strategic, focused planning and work. (\$10,000)	General Purpose Labor Budgets	Complete.

Implement developed comprehensive HVAC replacement plan and schedule.	2024-2029	Assistant Director of Schools for Administration & Operations Director	\$14.4 million at current market value	Capital	GMS, Highland Complete. EV (2027-2028), GTC (2029-2030), HH (2026-2027), NPAC (2026-2027), KLCO (2029-2030), TV (2028-2029).
Increase the amount of funds designated for district safety expenditures by 10% per year. Current funding is \$61,999.0	2024-2029	Assistant Director of Schools & Chief Student Services Officer	(2024-2025, \$68,189.00), (2025-2026, \$75,008.00), (2026-2027, \$82,509.00), (2027-2028, \$90,760.00), (2028-2029, \$99,836.00)	General Purpose Funds	\$75,008.00 budgeted for 2025-2026

Accomplishments



CDC restroom at Eastview



Two RTI spaces at Tusculum View



Carpet installed at GHS and GMS





Calm down room at
GMS

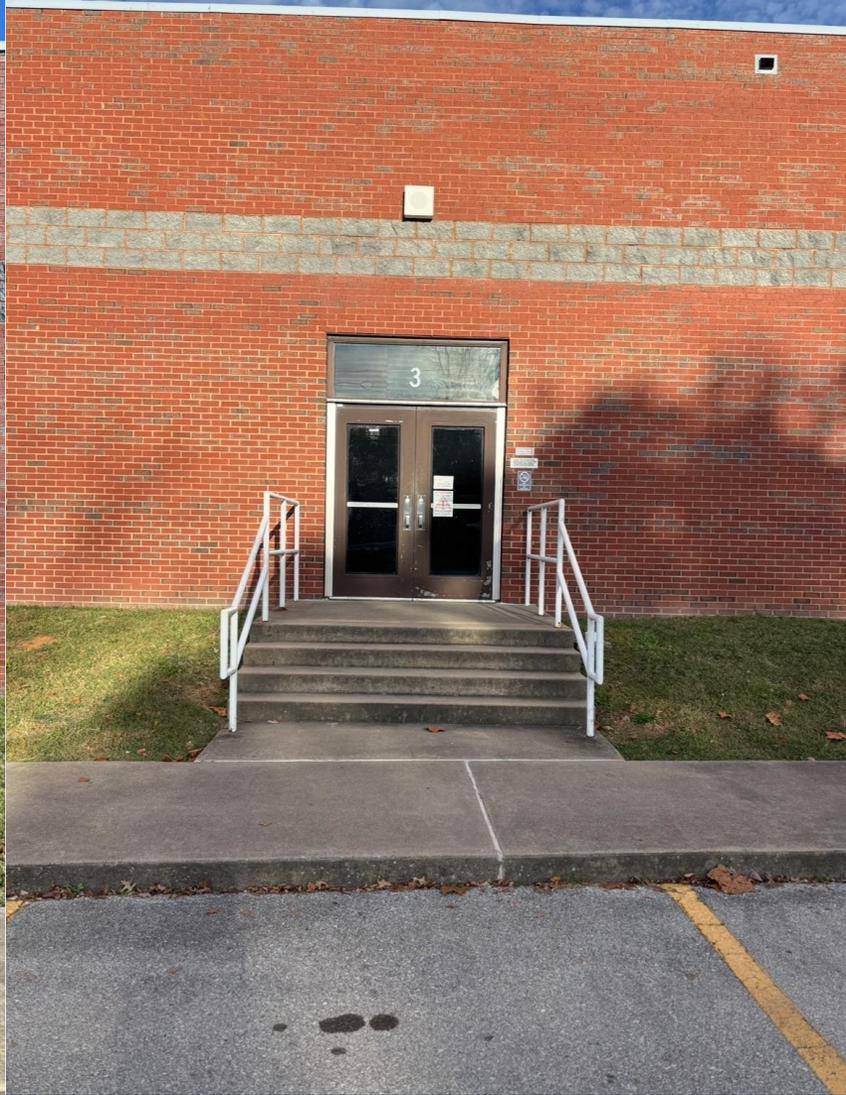




Card access on interior doors at Hal Henard



Exterior clean up at Eastview



Two awnings added at Tusculum View



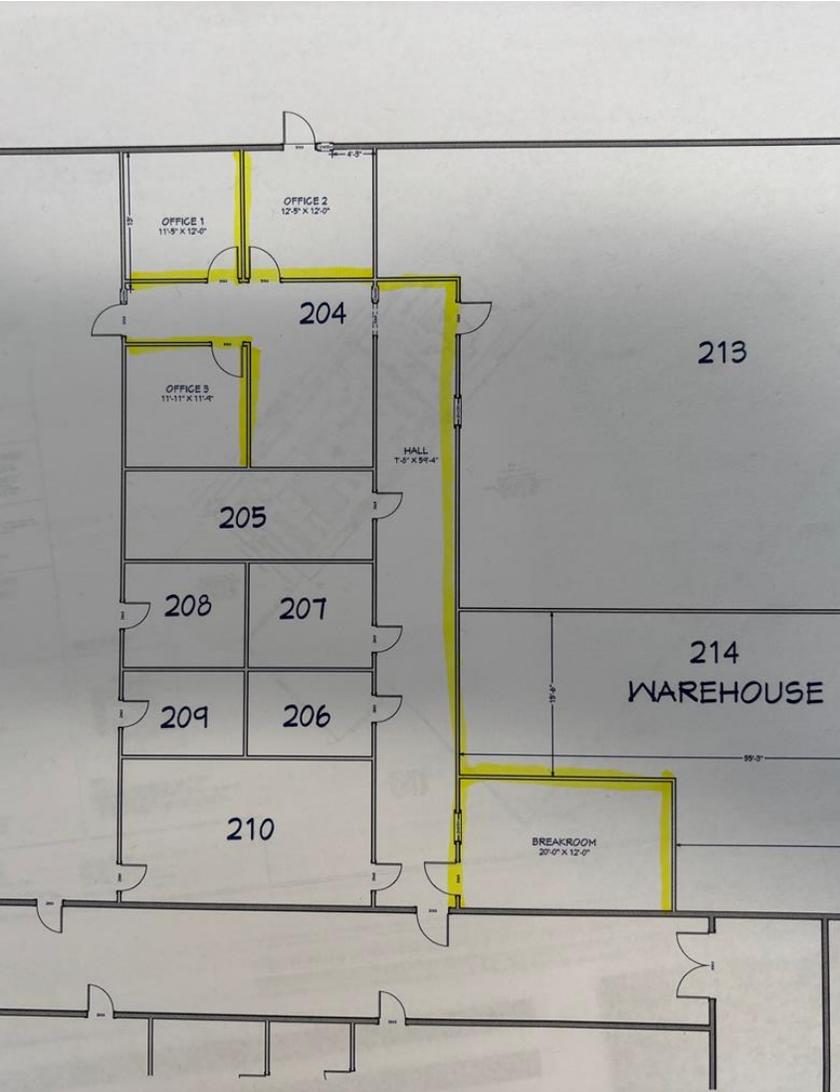
Projects under way



Caulk replacement at GHS



Track maintenance work



Design phase of moving Operations center to GTC

2026				
Facility		Project		Amount
Tusculum View		Replace Fire Alarm System		\$150,000.00
GCOC		Roof- Lower Main Section		\$136,000.00
Greeneville High School		Landscaping		\$50,000.00
		Softball Turf		\$200,000.00
		Tennis Court Work		\$27,000.00
TOTAL GHS				
GHS Fieldhouse		Replace HVAC		\$275,000.00
GTC		George Clem Move		\$400,000.00
Greeneville Middle School		Replace all the interior hollow core doors		\$60,000.00
Hal Henard		N/A		
Highland		Window Replacement		\$150,000.00
NPAC		Replace Roof (partial)		\$250,000.00
KLCO		Repair EIFS Stucco		\$50,000.00
Tusculum View		Replace Roof on New Addition		\$540,000.00
				\$2,288,000.00

Capital Priorities 2026 - \$864,000

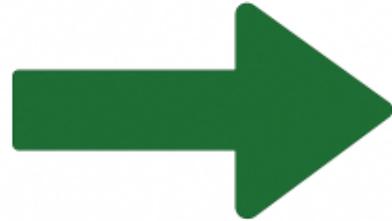
Facility	Project	Amount
Greeneville High School	Softball Turf	\$ 200,000.00
	Tennis Court	\$ 27,000.00
GTC	George Clem Move	\$ 400,000.00
NPAC	Replacement Roof (partial)	\$ 250,000.00



Greeneville City Schools 2025-2026 Budget

Board of Education Workshop

Reminder



Revenues



WFTEADA

▶ 0.00277921302%



WFTEADA



Greene County Property Tax

▶ Property Tax Levy- GPS Fund

- ▶ 2019-2021: 36.91%
- ▶ 2022: 32.83%
- ▶ 2023: 24.85%
- ▶ 2024: 26.06%

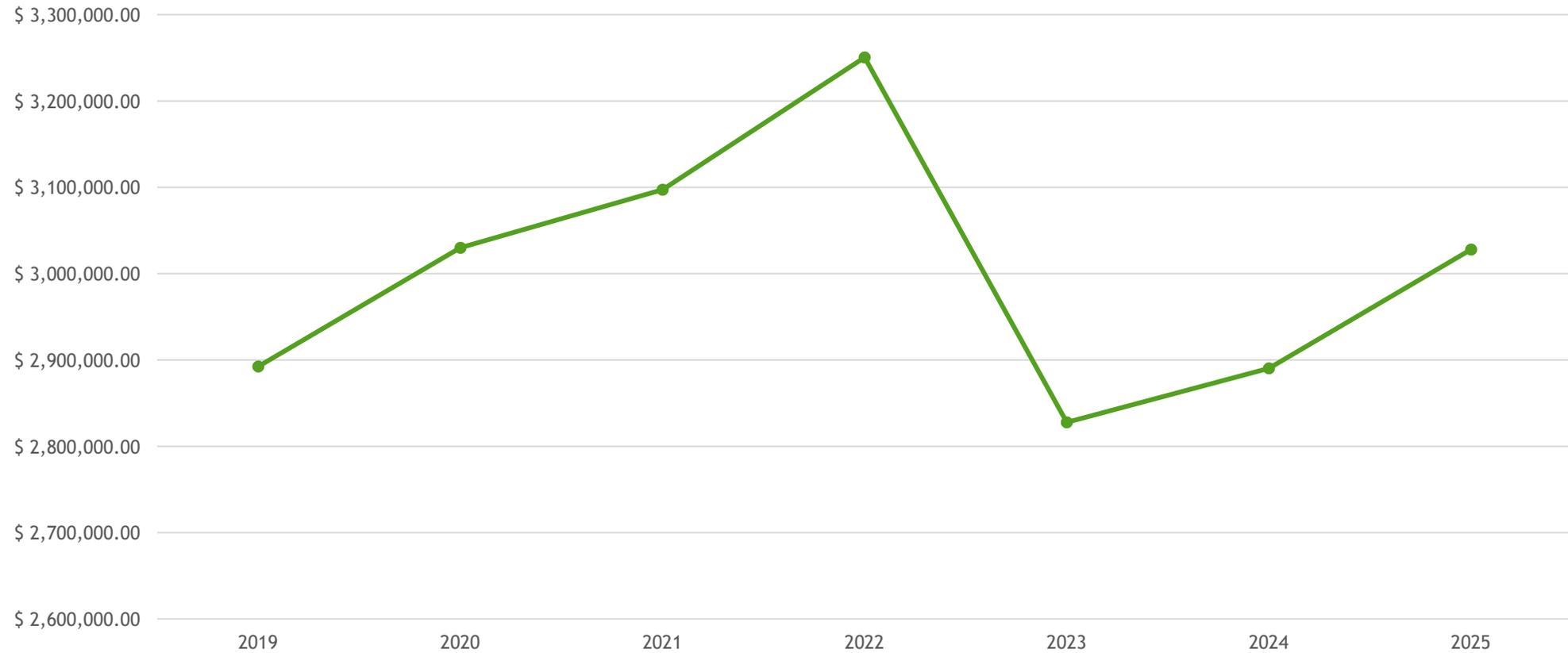


Property Tax

- ▶ **Property Tax**
 - ▶ Up 6.61% from 2023-2024
 - ▶ 2% Projected Increase
 - ▶ \$351,733



Property Tax- General Purpose School Fund

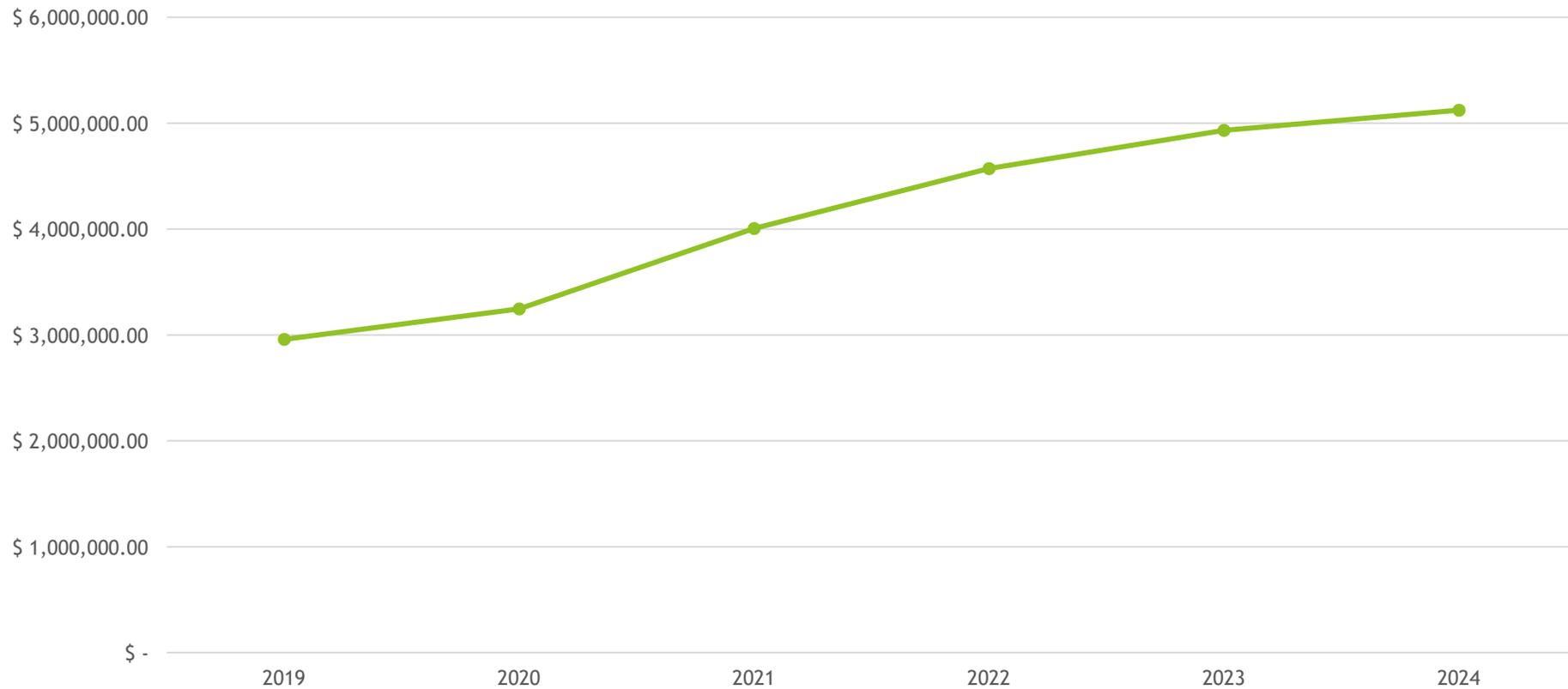


Local Revenue

- ▶ Local Option Sales Tax 
 - ▶ Up 7.63% over 2023-2024
 - ▶ 5% projected growth
 - ▶ \$859,695



Sales Tax- General Purpose School Fund



Local Revenue

- ▶ Other Trustee Local Revenues
 - ▶ \$67,138 Projected Increase



Local Revenue

- ▶ Mixed Drink Tax
 - ▶ \$7,447 Projected Increase



Local Revenue

- ▶ Tuition

- ▶ Current Enrollment- 593 Students

- ▶ \$16,590



Local Revenue

- ▶ GTC Equipment Auction
 - ▶ \$250,000



Local Revenue

- ▶ TCAT GTC Rental
 - ▶ \$20,700



State of Tennessee

▶ TISA

▶ \$1,508,320



State of Tennessee

- ▶ Early Childhood Education Grant
 - ▶ \$5,542



State of Tennessee

- ▶ Coordinated School Health

 - ▶ \$95,000 ➡ TISA

- ▶ Family Resource Center

 - ▶ \$59,223 ➡ TISA

- ▶ SAFE Schools Grant Funding

 - ▶ \$61,990 ➡ TISA



State of Tennessee

- ▶ Career Ladder

- ▶ <\$14,177>

- ▶ *Budget Neutral*



State of Tennessee

- ▶ ACT

- ▶ \$20,579

- ▶ *Budget Neutral*



Federal in GP

- ▶ Holston Home
 - ▶ Priorities 1-4
 - ▶ <\$50,000>



Federal in GP

- ▶ ROTC

- ▶ \$27,189



Federal in GP

- ▶ Indirect Cost

- ▶ \$13,869



City of Greeneville

▶ Annual Appropriation

▶ \$5,944,896

- ▶ \$5,524,395 Recurring Annual General
- ▶ \$ 121,369 Recurring Annual Capital Allocation
- ▶ \$ 157,348 IT Partnership Positions (2)
- ▶ \$ 96,188 Recurring Annual Bus Purchase
- ▶ \$ 36,000 NPAC Utilities Allocation
- ▶ \$ 3,302 NPAC Maintenance Reimbursement Budgeted
- ▶ \$ 6,294 COLA- Shared IT Positions



Equity



Equity

- ▶ Unassigned Fund Balance
 - ▶ \$58,668
 - ▶ GTC Retiree Health Insurance
 - ▶ GTC Retiree Life Insurance
 - ▶ GTC Retiree Incentive Payments
 - ▶ GTC BOE and SAF Audits



Equity

- ▶ 2024-2025 Outcomes Funding
 - ▶ \$246,918
 - ▶ ½ General
 - ▶ ½ Principal Discretion



Expenditures



Expenditure Updates

- ▶ Salary Scale Step Increases
 - ▶ \$227,902



Expenditure Updates

- ▶ \$450 Addition to Teacher Cert. Scale
 - ▶ \$139,793
 - ▶ Board Goal 2, Action Step 5



Expenditure Updates

- ▶ \$2,055 Addition to Teacher Cert. Scale
 - ▶ \$862,079



Teacher Pay

- ▶ Total Teacher Pay Increase Recommendation
 - ▶ \$2,505



Expenditure Updates

- ▶ 3% Non-Teacher Certified Raise
 - ▶ \$102,485



Expenditure Updates

- ▶ Employee Health Insurance
 - ▶ Including 5.9% Cost Increase Estimate
 - ▶ \$249,822



Health Insurance Stats

▶ Employee Only	273
▶ Employee + Child	78
▶ Employee + Spouse	19
▶ Family	<u>29</u>
	399



Expenditure Updates

- ▶ Legacy Teacher Certified Retirement

- ▶ -0.59%

- ▶ <\$71,147>



Expenditure Updates

- ▶ Non- Teacher Certified Retirement
 - ▶ No Increase



Expenditure Updates

- ▶ Retirement Incentive
 - ▶ \$12,148



Expenditure Updates

- ▶ Retiree Health Insurance

- ▶ \$40,121

- ▶ Retiree Life Insurance

- ▶ \$ 539



Retirements

- ▶ 5 Teacher Certified Retirements
- ▶ 3 Non-Teacher Certified Retirements



Expenditure Updates

- ▶ Frontier Mental Health Contract
 - ▶ \$25,000



Expenditure Updates

- ▶ Liability Insurances
 - ▶ \$4,266



Expenditure Updates

▶ Utilities Budget

▶ <\$44,336>

▶ *-10/12 Months GCOC Utilities Budget



Expenditure Updates

▶ Diesel Fuel

▶ <\$10,757>



Expenditure Updates

- ▶ Custodial Supplies
 - ▶ \$8,354



Expenditure Updates

- ▶ **Maintenance/Repair**
 - ▶ \$8,354



Expenditure Updates

- ▶ **Trustee's Commission**
 - ▶ \$8,565



Expenditure Updates

- ▶ Audit Contracts
 - ▶ \$3,600



Expenditure Updates

- ▶ Microsoft
 - ▶ \$20,000



Expenditure Updates

- ▶ District Wide Copier Lease (PY Cut)
 - ▶ \$50,000



Expenditure Updates

- ▶ Early Childhood Education Program
 - ▶ \$158,805 > Grant Funding

Debt Service Update

- ▶ **GMS Bond Debt Service Funds to Capital Outlay**
 - ▶ **\$148,500**
 - ▶ **Total Capital Allocation \$868,500**



Debt Service Update

- ▶ EESI Loan Repayment
 - ▶ \$180,000



Debt Service Update

▶ Quarter Cent Sales Tax Payment to GTC
Debt Service

▶ \$190,487



New Expenditures

- ▶ **+25%: 3 ISM Grant Teaching Positions**
 - ▶ AV, WBL, Career Exploration
 - ▶ \$69,017



New Expenditures

- ▶ Gaggle Online Safety Management Software
 - ▶ \$17,000



New Expenditures

- ▶ **10% Safety Allocation Increase**
 - ▶ Board Goal 3, Action Step 6
 - ▶ \$6,820



New Expenditures

- ▶ District-Wide Behavior Interventionist
 - ▶ \$99,419



New Expenditures

- ▶ Continuation of Full-Time ASA Assistant
 - ▶ \$38,394



New Expenditures

- ▶ **GMS Bookkeeper from 220 to 240 Days**
 - ▶ \$3,423



New Expenditures

- ▶ **GMS Choir & Band Allocations**
 - ▶ $\$3,891 \times 2 = \$7,782$



New Expenditures

- ▶ Transfer GTC Tech to System-Wide Technology Dept.
 - ▶ \$73,442



New Expenditures

- ▶ Transfer GTC Health Science Teaching Position to GHS
 - ▶ \$82,588



New Expenditures

- ▶ GTC Non-Personnel Operating Budget
 - ▶ \$291,417



New Expenditures

- ▶ GTC Remaining Personnel Budget
 - ▶ \$924,834



Draft Does NOT Include

- ▶ April-June Trustee Reports
- ▶ May ADA Adjustment
- ▶ Final Retirement Incentive Count
- ▶ Health Insurance Increase Data
- ▶ Final Broker Liability Insurance Estimates

The Bottom Line

- ▶ Revenues + Equity \$39,978,183
- ▶ Expenses <\$40,112,963>
- <134,780>

Fund Balance

- ▶ \$6,795,390- June 30th, 2024
 - ▶ ***Total* Fund Balance (NOT Unassigned)**
 - ▶ 16.94% of Draft Budget Expenditures
 - ▶ \$924,121 > 2 Months Payroll
 - ▶ **\$791,581 < 2 Months Expenses**

Fund Balance

- ▶ \$4,944,255- June 30th, 2024
 - ▶ *Unassigned*
 - ▶ 12.32% of Draft Budget Expenditures
 - ▶ \$927,015 < 2 Months Payroll
 - ▶ \$2,642,716 < 2 Months Expenses

**Greenville City Schools Budget Requests
Fiscal Year 2025-2026**

EastView Elementary

Behavior Interventionist	\$	88,098.00
Assistant Principal	\$	106,670.00
Related Arts Teacher	\$	88,098.00
2 Part-Time Academic Interventionists	\$	36,332.00
Part-Time Instructional Assistant	\$	15,573.00
	\$	334,771.00

Hal Henard Elementary

Associate Principal	\$	88,098.00
District- Wide 11 Month Behavior Interventionist	\$	99,419.00
Related Arts Specialist	\$	88,098.00
2 Part-Time Academic Interventionists	\$	36,332.00
Tuition Verification Stipend	\$	10,000.00
	\$	321,947.00

Highland Elementary

Academic Coach/Associate Principal	\$	88,098.00
Shared Behavior Interventionist- Elementary	\$	88,098.00
ELL Teacher	\$	88,098.00
3rd Grade Reading Coach (Full-Time Instructional Assistant)	\$	31,915.00
K-2 Teaching Position	\$	88,098.00
	\$	384,307.00

Tusculum View Elementary

Associate Principal	\$	88,098.00
Behavior Interventionist	\$	88,098.00
Full-Time Behavioral Instructional Assistant	\$	32,037.00
4th Grade Instructional Assistant to Full-Time	\$	11,717.00
	\$	219,950.00

Greenville Middle School

Computer Science & Career Exploration Teacher/Academic Interventionist	\$	88,098.00
School Bookkeeper to 260 Days	\$	6,847.00
RTI Scheduling Software	\$	3,300.00
Library Allocation	\$	2,000.00
Part-Time Band Assistant to Full-Time	\$	15,241.00
3 Part-Time Assistants to Full-Time	\$	46,809.00
Continue 2 Academic Interventionist Positions	\$	40,369.00
	\$	202,664.00

Greenville High School

Computer Science Foundations Teacher	\$	88,098.00
Reflection Den Behavior Interventionist	\$	32,540.00
Administrative Assistant for Newest Assistant Principal	\$	45,193.00
National Honor Society Supplement	\$	2,896.00
Devil's Den Supplement	\$	2,896.00
Yearbook Supplement	\$	2,896.00
7 SPED Supplements	\$	20,272.00
Furniture	\$	446,923.00
Convert Full-Time Band Assistant to Full-Time Teacher	\$	32,776.00
World Language Teacher	\$	88,098.00
Lecture Hall Sound and Video Equipment	\$	20,000.00
SPED Teacher Stipend for 7 Teachers	\$	23,107.00
Unfreeze Coaching Supplements	\$	28,175.00
	\$	833,870.00

TOPS

Administrative Assistant from Part-Time to 240 Day	\$	27,670.00
Kindergarten Teacher	\$	88,098.00
	\$	115,768.00

Federal Projects

Part-Time ESL Teacher	\$	34,317.00
-----------------------	-----------	------------------

General Instruction

CASE/Mastery Connect	\$	33,583.00
Reading Plus Grades 3-5	\$	20,569.00
Sonday for EV, HH, TOPS year 1 w/ Training	\$	20,195.00
Highland Leader in Me Annual Costs	\$	15,110.00
DyKnow Software	\$	12,742.00
QuaverReady Guidance Software	\$	8,400.00
Sonday Pilot Renewal at HI and TV	\$	5,940.00

CER	\$	5,600.00
GHS Reading Plus Renewal	\$	4,700.00
Easy CBM (Includes RTI & SPED Students)	\$	3,128.00
SMORE	\$	2,620.00
SeeSaw	\$	2,500.00
Accelerated Reader for 2nd Grade (Connects to MyON Reader)	\$	1,792.00
Purple Mash Elementary Library Curriculum	\$	600.00
Deep Space Sparkle Elementary Art Curriculum	\$	336.00
GMS Leader in Me Annual Costs	\$	13,880.00
System-Wide Behavior Interventionist	\$	88,098.00
Global PD Teams- Team License	\$	3,725.00
Generation Genius K-8 Science Software	\$	5,373.00
Covey All Access Pass	\$	4,000.00
Witsby	\$	42,571.00
	\$	295,462.00
Special Education & Student Services		
Student Services Administrative Assistant to GP	\$	64,833.00
2 Part-Time Assistants to 1 Full-Time SPED Teacher (Pre-K)	\$	33,290.00
2/3 FT Assistant for ASA	\$	23,533.00
Elementary CDC Teacher	\$	88,098.00
	\$	209,754.00
General Operations & Risk Management		
10 AEDs	\$	20,000.00
Health Services		
Sub Nurse Budget Increase	\$	40,000.00
	\$	40,000.00
Human Resources		
Teacher Apprentice Program	\$	20,000.00
Recognition Gift Funding	\$	10,000.00
	\$	30,000.00
Finance		
GMS School Bookkeeper to 240 Days- Included in Draft	\$	3,423.00
Finding Elimination, School Support, GASB, SSO Support Employee	\$	60,315.00
	\$	63,738.00
Custodial		
Supply Budget Increase	\$	10,000.00
ProTeam ProBlitz Air Mover	\$	2,881.00
High Speed Electric Floor Polisher	\$	2,000.00
	\$	14,881.00
Maintenance		
Maintenance and Repair Budget Increase	\$	30,000.00
	\$	30,000.00
Transportation		
School Bus Washer	\$	26,000.00
	\$	26,000.00
Technology		
GHS Student Device Refresh	\$	340,000.00
Additional Virtual Host Hardware	\$	46,000.00
Replace Avigilon Servers at HH and HI	\$	40,000.00
Web Application Firewall	\$	9,296.00
Additional Security Cameras- Various Locations	\$	30,000.00
Avigilon Door Additions	\$	10,000.00
Wearable Panic Device at GHS	\$	20,000.00
UPS Battery Replacements	\$	10,000.00
Interactive Panel Replacements	\$	30,000.00
	\$	535,296.00
	\$	3,712,725.00

2025-2026 General Purpose Budget Document- New Expenditure Additions

• Salary Scale Step Increase for All GCS Employees	\$227,902
• \$2,055 Addition to Teacher Certified Pay Scale	862,079
• \$ 450 Addition to Teacher Certified Pay Scale	139,793
• 3% Non Teacher Certified Raise	102,485
• Employee Health Insurance Cost Increase Estimate over PY (Including 5.9% Premium Increase Estimate)	249,822
• Legacy TCRS Retirement 6.36% to 5.77%	<71,147>
• +25% for 3 ISM Teaching Positions- AV, WBL Coord, Career Exploration	69,017
• Gaggle	17,000
• 10% Board Goal Safety- Board Goal 3, Action Step 3	6,820
• District-Wide Behavior Interventionist	88,098
• Continuation of Full-Time ASA Assistant	38,394
• GMS Bookkeeper to 240 Days	3,423
• GMS Choir/Band Allocations	7,782
• Transfer of GTC Health Science Teaching Position to GHS	82,588
• Transfer of GTC Tech to System-Wide Technology Dept.	73,442
• GTC Non-Personnel Operating Budget	291,417
• GTC Remaining Personnel Budget	<u>924,834</u>
	\$3,113,749

Greeneville City Schools
General Purpose Budget Draft
2025-2026
As of April 29, 2025

Account #	Description	General Purpose Budget 2025-2026
34760	Assigned for Instruction	\$ 123,459
39000	Unassigned Fund Balance	58,668
40000	Local Taxes	9,806,960
41000	Licenses & Permits	1,209
43000	Charges for Current Services (Education)	938,493
44000	Other Local Revenue	385,626
46000	State Education Funds & Other State Revenues	22,473,170
47600	Direct Federal (ROTC)	81,374
49000	City Appropriation, Indirect Cost, & Insurance Recovery	5,985,765
	Total Revenues and Equity	\$ 39,854,724
71100	Regular Instruction	18,264,426
71150	Alternative Instruction Program	186,329
71200	Special Education Program	2,936,396
71300	Vocational Education Program	1,326,099
71400	Student Body Education Program	500
72110	Attendance	131,369
72120	Health Services	480,242
72130	Other Student Support	1,861,950
72210	Regular Instruction - Support	1,309,351
72220	Special Education Program - Support	343,413
72230	Vocational Education Program - Support	2,400
72250	Technology	1,174,312
72310	Board of Education	1,027,562
72320	Office of the Superintendent	613,699
72410	Office of Principal	2,488,969
72510	Fiscal Services	402,339
72520	Human Resources	383,151
72610	Operation of Plant	2,809,225
72620	Maintenance of Plant	1,168,805
72710	Transportation	1,093,209
73300	Community Services	20,000
73400	Early Childhood Education	640,450
76100	Capital Outlay	868,500
81300	Education Debt Service	370,487
99100	Operating Transfers	75,000
	Total Expenses	\$ 39,978,183
	Surplus	\$ (123,459)

Tenn. Code Ann. § 49-3-306

Copy Citation

Current through the 2024 Regular Session.

[Tennessee Code Table of Contents PAW- ET TABLE OF CONTENTS](#) [Title 49 Education](#) [Chapter 3 Finances](#) [Part 3 Education Finance](#)

49-3-306. State **salary** schedule — Computation — Pay supplement — Licensed personnel **salaries**.

(a)

(1) The commissioner, as approved by the state board of education, shall annually formulate a table of training and experience factors and a state **salary** schedule to be effective for each school year, which shall be applicable to all licensed personnel in every LEA, and which shall include an established base **salary** per school year consisting of a term of two hundred (200) days for beginning licensed personnel with a bachelor's degree and zero (0) years of experience. Licensed personnel having more training and experience shall receive more than the established base per school year. Certified personnel having less training and experience shall receive less than the established base per school year. The **salary** schedule shall not be applicable to substitute personnel.

In the alternative, an LEA may submit to the commissioner its own proposed **salary** schedule, subject to collective bargaining where applicable.

Implementation of such a **salary** schedule shall be subject to approval by the commissioner and the state board. In no case shall a **salary** schedule adopted pursuant to this subdivision (a)(1) result in the reduction of the **salary** of a teacher employed by the LEA at the time of the adoption of the **salary** schedule.

Any additional expenditure incurred as a result of any such **salary** schedule shall be subject to appropriation by the governing body empowered to appropriate the funds.

(2) An LEA may adopt a **salary** schedule that is identical in either structure or designated **salary** levels or both to the **salary** schedule the LEA had in place during the 2012-2013 school year, with such schedule containing steps for each year of service up to and including twenty (20) years and for the attainment of advanced degrees at the level of masters, masters plus forty-five (45) hours of graduate credit, specialist in education and doctor of education or doctor of

philosophy. In no case shall a **salary** schedule adopted pursuant to this subdivision (a)(1)(B) result in the reduction of the **salary** of a teacher employed by the LEA at the time of the adoption of the **salary** schedule.

(3) The state **salary** schedule for teachers formulated by the commissioner pursuant to subdivision (a)(1) must establish a base **salary** that is no less than:

(A) Forty-two thousand dollars (\$42,000) for the 2023-2024 school year;

(B) Forty-four thousand five hundred dollars (\$44,500) for the 2024-2025 school year;

(C) Forty-seven thousand dollars (\$47,000) for the 2025-2026 school year; and

(D) Fifty thousand dollars (\$50,000) for the 2026-2027 school year.

(b)

(1) **Salaries** shall be payable in at least ten (10) monthly installments during any school year.

(2) [Deleted by 2022 amendment.]

(3) The **salary** for part-time personnel shall be proportionately less than that provided for full-time personnel.

(4) This section does not prohibit an LEA from supplementing **salaries** and wages with local funds when such supplementary funds are in addition to the LEA's local contribution.

(5) An LEA shall not decrease the level of local funding budgeted for **salaries** and wages from the prior year, except in the case of decreased enrollment. An LEA shall not use increases in state funding to offset local expenditures for **salaries** and wages.

(c) A board may, with the approval of the commissioner, make such readjustment in the **salary** of licensed personnel as may be necessary to place the **salary** in fair relation to the **salaries** of other licensed personnel in the same LEA with comparable tenure, responsibility, training and experience; except that the affected licensed personnel shall be entitled to a hearing before the board. In computing the **salaries** required to be maintained by this subsection (c), only the part of the **salaries** paid under the authority of any LEA need be maintained. No LEA shall be required to supply any decrease in funds formerly available to supplement **salaries** from other than local sources.

(d) Notwithstanding any other law to the contrary, any board may increase the **salaries** of its employees at any time during the school year, upon the basis of a new or amended contract, if in so doing it does not exceed its budget as adopted or amended.

(e) Each LEA shall establish a local **salary** schedule for all licensed personnel in the LEA, and the schedule shall include, as a **minimum**, the same **salary** level or levels based upon college preparation as established by the state board in the state **salary** schedule. For fiscal year 2004-2005, the schedule shall include, as a **minimum**, the schedule recommended by the commissioner for **salary** equalization purposes under subdivision (a)(2).

(f) The LEA's training and experience factor shall be calculated by the SEA as follows: by using the table of training and experience factors adopted by the state board, the SEA will classify all licensed personnel employed by the LEA on December 1, or the first full teaching day thereafter, according to training and experience as provided in the rules and regulations and compute the average training and experience factor for such personnel.

(g)

(1) Establishment of programs and cost differentials shall be as follows:

(A) Regular academic:

Kindergarten (K) through grade three (3)	1.20
Grades four (4) through six (6)	1.00
Grades seven (7) and eight (8)	1.10
Grade nine (9)	1.20
Grades ten (10) through twelve (12)	1.30

(B) Career and technical education:

Agriculture	2.62
Consumer and homemaking, health occupations	2.10
Trade and industrial	2.48
Related trade and industrial	1.84
Office and distributive education	2.04

(C) Special education:

Identified and served handicapped	1.07
---	------

(2) Identified and served students with a disability shall be included in the program attendance surveys in the appropriate regular academic and career and technical education programs as provided in the rules and regulations. The special education cost differential is supplemental to the regular academic and career and technical education programs and is based on the preceding year's identified and served students with a disability.

(3) This table of programs and cost differentials shall apply to educational programs as of the opening of schools for the 1977-1978 school year. At its quarterly meeting in February 1978, and annually thereafter, the state board, as approved by the commissioner, shall establish both the education programs and the cost differentials of the programs applicable to the following school year, which may vary from the table in this subsection (g).

(h) Notwithstanding any other provision of this section to the contrary, an LEA shall develop, adopt and implement a differentiated pay plan under guidelines and rules established by the state board of education to aid in staffing hard to staff subject areas and schools and in hiring and retaining highly qualified teachers. The plan shall be reviewed and evaluated annually to consider any change in circumstances regarding the hiring and retention of highly qualified teachers in the LEA's schools and subjects taught or any necessary revision or restructuring of the plan. No plan or revised plan shall be implemented prior to approval of the plan by the department of education. Each LEA shall implement a differentiated pay plan prior to the beginning of the 2008-2009 school year.

Acts 1977, ch. 289, § 5; 1978, ch. 705, § 1; 1978, ch. 809, § 1; T.C.A., § 49-605; Acts 1984 (1st Ex. Sess.), ch. 6, § 12; 1984 (1st Ex. Sess.), ch. 7, § 81; 1984, ch. 829, § 33; 1985, ch. 96, § 1; 1985, ch. 464, § 2; 1985, ch. 465, § 2; 1986, ch. 629, § 1; 1986, ch. 777, § 1; 1986, ch. 803, § 1; 1987, ch. 284, § 1; 1988, ch. 761, §§ 1, 2; 1989, ch. 105, § 1; 1989, ch. 199, § 4; 1992, ch. 535, § 84; 2001, ch. 284, § 2; 2001, ch. 306, § 1; 2003, ch. 355, § 59; 2004, ch. 670, §§ 6-8; 2007, ch. 376, § 6; 2010 (1st Ex. Sess.), ch. 2, § 12; 2011, ch. 47, § 33; 2011, ch. 378, § 10; 2014, ch. 742, § 1; 2015, ch. 55, § 4; 2016, ch. 1020, §§ 2, 3; 2019, ch. 153, § 1; 2021, ch. 504, § 1; 2022, ch. 966, §§ 8-11; 2023, ch. 437, § 1.

TENNESSEE CODE ANNOTATED

Copyright © 2025 by The State of Tennessee All rights reserved

Content Type: Statutes and Legislation

Terms: minimum salary

Narrow By: custom: custom Sources: Tennessee Code Table of Contents PAW- ET TABLE OF CONTENTS

Date and Time: Apr 15, 2025 01:25:27 p.m. EDT



[Print](#)

[Cookie Policy](#)

[Terms & Conditions](#)

It is important to note that the **TISA funding formula relies on the prior year data to drive subsequent year allocations.**

Early Graduates

Early graduate ADM data is included in the TISA calculation. Early graduates should be coded with the withdrawal code of “12- Early Graduate” to generate ADM for funding purposes through the school year.

Adult Schools

Students enrolled in adult high schools or adult programs who are scheduled into courses and factored into grading assignments 9-12 are included in the K-12 funding formula.

Base Funding

About the Base

Every K-12 public school student generates a base funding amount to cover students’ primary education needs. The base funding serves as a launchpad for students, accounting for elements such as teachers, school counselors, principals, facility operations and much more. Schools are allocated base funding for each of their students, offering each student in Tennessee—whether they live in an urban, suburban or rural community—a firm education foundation.

Base – Data & Calculation

Inputs

An LEA’s base funding is determined by prior year ADM, a measure of student enrollment and assigned class schedule, averaged across all nine reporting periods (~20 instructional days) of the school year. Students who have primary enrollments in grades K-12 and receive instructional service are included in the ADM calculation.

LEAs report student enrollment and assigned class schedule daily through local student information systems (SIS) to the state’s Education Information System (EIS). Reports are available in EIS to review ADM and to inform any necessary adjustments in LEA’s local systems.

Funding

The base funding amount is subject to annual appropriations by the Tennessee General Assembly. For the 2024-25 TISA allocations, the base funding amount is **\$7,075 per ADM.**

Calculation

(Student ADM 9 Period Average) * (Base Funding Amount) = Base Funding Generated by Student

Weighted Funding

About the Weights

In addition to the base funding amount, TISA provides additional dollars to students based on their individual needs, also known as weighted funding. Weights are presented as a percentage of the base funding amount as specified in T.C.A. § 49-3-105. To calculate the funding value of the weight, the weight percentage is multiplied by the base funding amount of \$7,075 for the 2024-25 school year, which results in the dollar value attributed to that weight. Additional detail is provided below on each student-based TISA weight, the data points used to determine qualifying students, and the calculation.

Note that students may qualify for multiple weights and generate funding for each.

Economically Disadvantaged

About the Economically Disadvantaged Weight

For the purposes of TISA funding, “economically disadvantaged” (ED) is defined in law as a student identified as experiencing homelessness, foster care, unaccompanied youth, or migrant status, or a student meeting the direct certification eligibility guidelines established pursuant to 42 U.S.C. §§ 1751-1769, usually related to receiving SNAP or TANF supports. This definition is in alignment with Tennessee’s Every Student Succeeds Act (ESSA) plan.

Economically Disadvantaged - 2024-25 School Year Updates

Economically Disadvantaged Hold Harmless Proactive Appeal

Likely due to delayed timelines in certification of SNAP and TANF benefits, some districts had lower economically disadvantaged counts than expected. For 2024-25 funding, the state proactively processed automatic data appeals to ensure all districts are held harmless from the delayed certification timelines. Unless otherwise requested, districts are funded at the higher ED ADM value between the 2023-24 school year or the 2022-23 school year. This provision only applies to the FY25 TISA allocations.

The sample LEA's three consecutive years of growth of over 2% in non-virtual ADMs makes the LEA eligible for the infrastructure stipends. To determine the LEA's ADM value to compare with statewide totals, the following math is used:

$$13\% - 2\% = 11\%$$
$$11\% * (1,150 \text{ ADM}) = 126.5 \text{ ADM}$$

The first line determined the growth in the most recent year from the prior year that is above the eligibility threshold. In this case, 13% minus the 2% eligibility threshold is 11%. This value is then multiplied by the prior year ADM, or 1,150, to generate the amount of growth in the current year that is more than the eligibility threshold, which is 126.5 ADM for the sample LEA.

This ADM value is then compared to the statewide count of growth ADMs. For example, if the statewide value of growth ADMs is 2,500, then the following math is used:

$$126.5 / 2,500 = 5.06\%$$

This means the sample LEA will receive 5.06% of funds available for infrastructure stipends.

Educator Salary Increases

TISA requires that any funding specifically appropriated by the Tennessee General Assembly for teacher salaries must be used on salary increases for existing educators within LEAs and public charter schools. These funds cannot be used for other expenditures like hiring additional teachers or purchasing materials. Funding for existing educator salary increases will be included in the appropriations as a set aside of any increase made to the base funding amount statewide. These funds are included in the base of TISA and thus awarded based on each LEA's proportional share of base ADMs statewide.

TISA also requires the SBE to increase the minimum salary schedule each year, in alignment with the recurring funding towards salaries.

For the 2024-25 school year, the Tennessee General Assembly appropriated \$125 million for teacher salaries, and the SBE approved the [minimum base salary](#) for a licensed educator to be \$44,500.

LEAs are not required to provide across-the-board pay increases based solely on seniority or educational attainment, but rather have the ability and flexibility to determine areas of need and adjust compensation structures accordingly.

In TISA, an existing educator is defined as an individual who is evaluated under the state's evaluation system and who provides direct services to students at a school site. Because TISA is a funding plan and not a spending plan, each LEA will utilize its additional instructional salary funds to meet its unique compensation needs.

Local Contribution and Fiscal Capacity

For funding generated by the base and weights in the TISA formula, the state pays 70% of the statewide total. The remaining 30%, known as the local share, is the collective responsibility of local funding entities. Each LEA contributes a proportion of the statewide local share of 30% based on their fiscal capacity, or their ability to contribute financially. This amount, called the required local contribution, or local match, makes up a portion of the funds generated by TISA, and must be included in local budgets.

Pursuant to T.C.A. § 49-3-108(h), the Comptroller shall not approve a local government budget that fails to include the local contribution.

Funding generated in the direct and outcomes categories does not require a local match. These funding elements are 100% state funded.

Fiscal Capacity

Fiscal capacity is calculated using an average of two calculations: one developed by the Boyd Center for Business and Economic Research (CBER) at the University of Tennessee and one by the Tennessee Advisory Commissioner on Intergovernmental Relations (TACIR). These calculations are delivered to the department by May 1 of each year, to factor into allocations for the upcoming fiscal year.

Maintenance of Effort

In addition to the required local contribution, many local governments contribute additional funds towards K-12 education. To ensure that additional state education dollars are not used to supplant these local funds, local governments must continue to provide the same amount of local funding from

**TENNESSEE DEPARTMENT OF EDUCATION
STATE SALARY SCHEDULE
LICENSED INSTRUCTIONAL PERSONNEL
Effective July 1, 2024**

BASE SALARY (BACHELOR'S DEGREE AND ZERO YEARS OF EXPERIENCE)

= \$44,500

<u>YEARS OF EXPERIENCE</u>	<u>0</u>	<u>1-5</u>	<u>6-10</u>	<u>11-15</u>
BACHELOR'S DEGREE	BASE	BASE + \$645	BASE + \$3,370	BASE + \$6,900
<u>YEARS OF EXPERIENCE</u>		<u>0-5</u>	<u>6-10</u>	<u>11-15</u>
ADVANCED DEGREE	--	BASE + \$3,605	BASE + \$7,365	BASE + \$11,380

NOTES:

1. Figures represent minimum salary requirements. Local education agencies (LEAs) should provide additional compensation increases to the base salary for factors including aiding in staffing hard to staff subject areas and schools and in hiring and retaining highly effective teachers [Tenn. Code Ann. § 49-3-306(h)]. In addition, LEAs may provide additional increases for years of experience and educational attainment.
2. The adoption of the state salary schedule shall not result in a reduction of pay by an LEA for any teacher employed by the LEA at the time of the schedule's adoption [Tenn. Code Ann. § 49-3-306(a)(1)]. Therefore, the minimum salary required for such personnel may be greater than the figures noted above.

GREENEVILLE CITY SCHOOLS
PROFESSIONAL SALARY SCHEDULE 2020-2021
 10 month

	0 YRS	1 YRS	2 YRS	3 YRS	4 YRS	5 YRS	6 YRS	7 YRS	8 YRS	9 YRS	10 YRS	11 YRS	12 YRS	13 YRS	14 YRS	15 YRS	16 YRS	17 YRS	18 YRS	19 YRS	20 YRS
Bachelor's																					
State	30,420	30,990	30,990	31,475	32,080	32,750	33,610	34,315	35,320	36,065	36,220	37,005	37,170	37,950	38,125	38,940	38,940	39,590	39,590	40,255	40,255
Local	9,308	9,969	11,136	11,268	11,351	11,418	11,290	11,348	11,079	11,072	11,665	11,621	12,195	11,952	12,726	12,887	13,400	13,488	14,505	13,859	13,859
Total	39,728	40,959	42,126	42,743	43,431	44,168	44,900	45,663	46,399	47,137	47,885	48,626	49,365	49,902	50,851	51,827	52,340	53,078	54,095	54,114	54,114
Master's																					
State	33,835	34,430	34,430	34,975	35,690	36,465	37,450	38,265	39,400	40,245	40,430	41,310	41,480	42,385	42,590	43,500	43,500	44,260	44,260	45,025	45,025
Local	9,332	9,429	10,423	10,580	10,654	10,776	10,673	10,733	10,480	10,518	11,204	11,189	11,918	11,903	12,580	12,893	13,416	13,551	14,423	13,668	13,668
Total	43,167	43,859	44,853	45,555	46,344	47,241	48,123	48,998	49,880	50,763	51,634	52,499	53,398	54,288	55,170	56,393	56,916	57,811	58,683	58,693	58,693
Master's + 30 semester hours (45 quarter hours)																					
State	36,050	36,640	36,640	37,215	37,955	38,775	39,815	40,655	41,850	42,750	42,945	43,875	44,040	44,995	45,180	46,140	46,140	46,945	46,945	47,770	47,770
Local	10,287	10,256	11,452	11,770	11,809	11,873	11,718	11,751	11,428	11,420	12,101	12,052	12,762	12,687	13,380	13,779	14,194	14,255	15,142	14,338	14,338
Total	46,337	46,896	48,092	48,985	49,764	50,648	51,533	52,406	53,278	54,170	55,046	55,927	56,802	57,682	58,560	59,919	60,334	61,200	62,087	62,108	62,108
Specialist																					
State	37,525	38,105	38,105	38,725	39,510	40,340	41,440	42,330	43,595	44,540	44,720	45,680	45,875	46,855	47,045	48,060	48,060	48,910	48,910	49,775	49,775
Local	9,484	9,123	10,623	10,885	10,919	10,906	10,713	10,728	10,354	10,298	10,971	10,826	11,592	11,438	12,167	12,499	12,913	12,932	13,211	12,365	12,365
Total	47,009	47,228	48,728	49,610	50,429	51,246	52,153	53,058	53,949	54,838	55,691	56,506	57,467	58,293	59,212	60,559	60,973	61,842	62,121	62,140	62,140
Doctorate																					
State	40,785	41,370	41,370	42,060	42,940	43,830	45,030	45,985	47,385	48,410	48,590	49,625	49,835	50,905	51,090	52,190	52,190	53,130	53,130	54,105	54,105
Local	9,126	9,203	10,368	10,371	10,281	10,284	9,961	9,752	9,366	9,217	9,911	9,753	10,448	10,600	10,944	11,193	11,593	11,544	12,423	11,471	11,471
Total	49,911	50,573	51,738	52,431	53,221	54,114	54,991	55,737	56,751	57,627	58,501	59,378	60,283	61,505	62,034	63,383	63,783	64,674	65,553	65,576	65,576

Longevity Pay

Supplement for hours beyond Degree

Bachelor's	+ 10 semester hours (15 quarter hours) = \$100
	+ 20 semester hours (30 quarter hours) = \$200
Master's	+ 10 semester hours (15 quarter hours) = \$100
	+ 20 semester hours (30 quarter hours) = \$200

18-22 years	Bachelor's	\$780
	Master's	\$1,060
	Master's + 45 & above	\$1,320
23+ years	Bachelor's	\$1,340
	Master's	\$1,625
	Master's + 45 & above	\$1,880

GREENEVILLE CITY SCHOOLS
PROFESSIONAL SALARY SCHEDULE 2020-2021
 10 month

	0 YRS	1 YRS	2 YRS	3 YRS	4 YRS	5 YRS	6 YRS	7 YRS	8 YRS	9 YRS	10 YRS	11 YRS	12 YRS	13 YRS	14 YRS	15 YRS	16 YRS	17 YRS	18 YRS	19 YRS	20 YRS
--	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------

Bachelor's

State	30,420	30,990	30,990	31,475	32,080	32,750	33,610	34,315	35,320	36,065	36,220	37,005	37,170	37,950	38,125	38,940	38,940	39,590	39,590	40,255	40,255
Local	9,308	9,969	11,136	11,268	11,351	11,418	11,290	11,348	11,079	11,072	11,665	11,621	12,195	11,952	12,726	12,887	13,400	13,488	14,505	13,859	13,859
Total	39,728	40,959	42,126	42,743	43,431	44,168	44,900	45,663	46,399	47,137	47,885	48,626	49,365	49,902	50,851	51,827	52,340	53,078	54,095	54,114	54,114

Master's

State	33,835	34,430	34,430	34,975	35,690	36,465	37,450	38,265	39,400	40,245	40,430	41,310	41,480	42,385	42,590	43,500	43,500	44,260	44,260	45,025	45,025
Local	9,332	9,429	10,423	10,580	10,654	10,776	10,673	10,733	10,480	10,518	11,204	11,189	11,918	11,903	12,580	12,893	13,416	13,551	14,423	13,668	13,668
Total	43,167	43,859	44,853	45,555	46,344	47,241	48,123	48,998	49,880	50,763	51,634	52,499	53,398	54,288	55,170	56,393	56,916	57,811	58,683	58,693	58,693

Master's + 30 semester hours (45 quarter hours)

State	36,050	36,640	36,640	37,215	37,955	38,775	39,815	40,655	41,850	42,750	42,945	43,875	44,040	44,995	45,180	46,140	46,140	46,945	46,945	47,770	47,770
Local	10,287	10,256	11,452	11,770	11,809	11,873	11,718	11,751	11,428	11,420	12,101	12,052	12,762	12,687	13,380	13,779	14,194	14,255	15,142	14,338	14,338
Total	46,337	46,896	48,092	48,985	49,764	50,648	51,533	52,406	53,278	54,170	55,046	55,927	56,802	57,682	58,560	59,919	60,334	61,200	62,087	62,108	62,108

Specialist

State	37,525	38,105	38,105	38,725	39,510	40,340	41,440	42,330	43,595	44,540	44,720	45,680	45,875	46,855	47,045	48,060	48,060	48,910	48,910	49,775	49,775
Local	9,484	9,123	10,623	10,885	10,919	10,906	10,713	10,728	10,354	10,298	10,971	10,826	11,592	11,438	12,167	12,499	12,913	12,932	13,211	12,365	12,365
Total	47,009	47,228	48,728	49,610	50,429	51,246	52,153	53,058	53,949	54,838	55,691	56,506	57,467	58,293	59,212	60,559	60,973	61,842	62,121	62,140	62,140

Doctorate

State	40,785	41,370	41,370	42,060	42,940	43,830	45,030	45,985	47,385	48,410	48,590	49,625	49,835	50,905	51,090	52,190	52,190	53,130	53,130	54,105	54,105
Local	9,126	9,203	10,368	10,371	10,281	10,284	9,961	9,752	9,366	9,217	9,911	9,753	10,448	10,600	10,944	11,193	11,593	11,544	12,423	11,471	11,471
Total	49,911	50,573	51,738	52,431	53,221	54,114	54,991	55,737	56,751	57,627	58,501	59,378	60,283	61,505	62,034	63,383	63,783	64,674	65,553	65,576	65,576

Supplement for hours beyond Degree

Bachelor's	+ 10 semester hours (15 quarter hours) = \$100
	+ 20 semester hours (30 quarter hours) = \$200
Master's	+ 10 semester hours (15 quarter hours) = \$100
	+ 20 semester hours (30 quarter hours) = \$200

Longevity Pay

18-22 years	Bachelor's	\$780
	Master's	\$1,060
23+ years	Master's + 45 & above	\$1,320
	Bachelor's	\$1,340
	Master's	\$1,625
	Master's + 45 & above	\$1,880

**GREENVILLE CITY SCHOOLS
PROFESSIONAL SALARY SCHEDULE 2021-2022
10 month**

0 YRS	1 YRS	2 YRS	3 YRS	4 YRS	5 YRS	6 YRS	7 YRS	8 YRS	9 YRS	10 YRS	11 YRS	12 YRS	13 YRS	14 YRS	15 YRS	16 YRS	17 YRS	18 YRS	19 YRS	20 YRS	21 YRS	22 YRS	23 YRS
-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------

Bachelor's																								
State	30,420	30,990	30,990	31,475	32,080	32,750	33,610	34,315	35,320	36,065	36,220	37,005	37,170	37,950	38,125	38,940	38,940	39,590	39,590	40,255	40,255	40,255	40,255	40,255
Local	10,500	11,198	12,400	12,550	12,654	12,743	12,637	12,718	12,471	12,486	13,102	13,080	13,676	13,449	14,252	14,442	14,970	15,080	16,151	15,506	15,506	15,506	15,506	15,523
Longevity	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	780	780	780	780	1,340	
Total	40,920	42,188	43,390	44,025	44,734	45,493	46,247	47,033	47,791	48,551	49,322	50,085	50,846	51,399	52,377	53,382	53,910	54,670	56,321	56,541	56,541	56,541	57,118	

Master's																								
State	33,835	34,430	34,430	34,975	35,660	36,465	37,450	38,265	39,400	40,245	40,430	41,310	41,480	42,385	42,590	43,500	43,500	44,260	44,260	45,025	45,025	45,025	45,025	45,025
Local	10,627	10,745	11,769	11,947	12,044	12,193	12,117	12,203	11,976	12,041	12,753	12,764	13,520	13,532	14,235	14,585	15,123	15,285	16,215	15,461	15,461	15,461	15,461	15,478
Longevity	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,060	1,060	1,060	1,060	1,625	
Total	44,462	45,175	46,199	46,922	47,704	48,658	49,567	50,468	51,376	52,286	53,183	54,074	55,000	55,917	56,825	58,085	58,623	59,545	61,535	61,546	61,546	61,546	62,128	

Master's + 30 semester hours (45 quarter hours)																								
State	36,050	36,640	36,640	37,215	37,955	38,775	39,815	40,655	41,850	42,750	42,945	43,875	44,040	44,995	45,180	46,140	46,140	46,945	46,945	47,770	47,770	47,770	47,770	47,770
Local	11,677	11,663	12,895	13,240	13,302	13,392	13,264	13,323	13,026	13,045	13,752	13,730	14,466	14,417	15,137	15,577	16,004	16,091	17,044	16,241	16,241	16,241	16,241	16,258
Longevity	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,320	1,320	1,320	1,320	1,880	
Total	47,727	48,303	49,535	50,455	51,257	52,167	53,079	53,978	54,876	55,795	56,697	57,605	58,506	59,412	60,317	61,717	62,144	63,036	65,309	65,331	65,331	65,331	65,908	

Specialist																								
State	37,525	38,105	38,105	38,725	39,510	40,340	41,440	42,330	43,595	44,540	44,720	45,680	45,875	46,855	47,045	48,060	48,060	48,910	48,910	49,775	49,775	49,775	49,775	49,775
Local	10,894	10,540	12,085	12,373	12,432	12,443	12,278	12,320	11,972	11,943	12,642	12,521	13,316	13,187	13,943	14,316	14,742	14,787	15,114	14,269	14,269	14,269	14,269	14,286
Longevity	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,320	1,320	1,320	1,320	1,880	
Total	48,419	48,645	50,190	51,098	51,942	52,783	53,718	54,650	55,567	56,483	57,362	58,201	59,191	60,042	60,988	62,376	62,802	63,697	65,344	65,364	65,364	65,364	65,941	

Doctorate																								
State	40,785	41,370	41,370	42,060	42,940	43,830	45,030	45,985	47,385	48,410	48,590	49,625	49,835	50,905	51,090	52,190	52,190	53,130	53,130	54,105	54,105	54,105	54,105	54,105
Local	10,623	10,720	11,920	11,944	11,878	11,907	11,611	11,474	11,069	10,946	11,666	11,534	12,256	12,445	12,805	13,094	13,506	13,484	14,429	13,478	13,478	13,478	13,478	13,495
Longevity	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,320	1,320	1,320	1,320	1,880	
Total	51,408	52,090	53,290	54,004	54,818	55,737	56,641	57,409	58,454	59,356	60,256	61,159	62,091	63,350	63,895	65,284	65,696	66,514	68,879	68,903	68,903	68,903	69,480	

Supplement for hours beyond Degree

- Bachelor's
 - + 10 semester hours (15 quarter hours) = \$100
 - + 20 semester hours (30 quarter hours) = \$200
- Master's
 - + 10 semester hours (15 quarter hours) = \$100
 - + 20 semester hours (30 quarter hours) = \$200

GREENEVILLE CITY SCHOOLS
PROFESSIONAL SALARY SCHEDULE 2022-2023
10 month

0 YRS	1 YRS	2 YRS	3 YRS	4 YRS	5 YRS	6 YRS	7 YRS	8 YRS	9 YRS	10 YRS	11 YRS	12 YRS	13 YRS	14 YRS	15 YRS	16 YRS	17 YRS	18 YRS	19 YRS	20 YRS	21 YRS	22 YRS	23 YRS
-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------

Bachelor's																							
Total	42,550	43,859	45,100	45,756	46,488	47,272	48,050	48,862	49,644	50,429	51,225	52,013	52,798	53,369	54,379	55,417	55,962	56,747	58,658	58,679	58,679	58,679	59,274

Master's																							
Total	46,207	46,943	48,000	48,747	49,585	50,539	51,478	52,408	53,346	54,285	55,211	56,131	57,088	58,034	58,972	60,273	60,828	61,780	63,835	63,846	63,846	63,846	64,447

Master's + 30 semester hours (45 quarter hours)																							
Total	49,578	50,173	51,445	52,395	53,223	54,162	55,104	56,032	56,959	57,908	58,840	59,777	60,707	61,643	62,577	64,023	64,464	65,385	67,332	67,754	67,754	67,754	68,350

Specialist																							
Total	50,293	50,526	52,121	53,059	53,930	54,798	55,764	56,726	57,673	58,619	59,526	60,393	61,415	62,293	63,270	64,703	65,143	66,067	67,668	67,788	67,788	67,788	68,384

Doctorate																							
Total	53,379	54,083	55,322	56,059	56,900	57,848	58,782	59,575	60,654	61,685	62,514	63,447	64,409	65,709	66,272	67,706	68,131	69,079	71,418	71,442	71,442	71,442	72,038

Supplement for hours beyond Degree

- Bachelor's
 - + 10 semester hours (15 quarter hours) = \$100
 - + 20 semester hours (30 quarter hours) = \$200
- Master's
 - + 10 semester hours (15 quarter hours) = \$100
 - + 20 semester hours (30 quarter hours) = \$200

GREENEVILLE CITY SCHOOLS
PROFESSIONAL SALARY SCHEDULE 2023-2024
10 month

	0 YRS	1 YRS	2 YRS	3 YRS	4 YRS	5 YRS	6 YRS	7 YRS	8 YRS	9 YRS	10 YRS	11 YRS	12 YRS	13 YRS	14 YRS	15 YRS	16 YRS	17 YRS	18 YRS	19 YRS	20 YRS	21 YRS	22 YRS	23 YRS	
Bachelor's																									
Total	45,045	46,419	47,723	48,411	49,180	50,003	50,820	51,673	52,494	53,318	54,154	54,981	55,805	56,405	57,465	58,555	59,128	59,952	61,958	61,980	61,980	61,980	61,980	61,980	62,605
Master's																									
Total	48,885	49,658	50,768	51,552	52,432	53,433	54,419	55,396	56,381	57,367	58,339	59,305	60,310	61,303	62,288	63,654	64,237	65,237	67,294	67,406	67,406	67,406	67,406	67,406	68,037
Master's + 30 semester hours (45 quarter hours)																									
Total	52,424	53,049	54,385	55,382	56,252	57,238	58,227	59,201	60,174	61,171	62,150	63,133	64,110	65,093	66,073	67,592	68,055	69,022	71,486	71,509	71,509	71,509	71,509	71,509	72,135
Specialist																									
Total	53,175	53,420	55,095	56,079	56,994	57,905	58,920	59,930	60,924	61,917	62,870	63,780	64,853	65,775	66,801	68,306	68,768	69,738	71,524	71,545	71,545	71,545	71,545	71,545	72,171
Doctorate																									
Total	56,415	57,155	58,456	59,229	60,113	61,108	62,089	62,921	64,054	65,032	66,007	66,987	67,997	69,362	69,953	71,459	71,905	72,900	75,356	75,382	75,382	75,382	75,382	75,382	76,007

Supplement for hours beyond Degree

Bachelor's	+ 10 semester hours (15 quarter hours) = \$100
	+ 20 semester hours (30 quarter hours) = \$200
Master's	+ 10 semester hours (15 quarter hours) = \$100
	+ 20 semester hours (30 quarter hours) = \$200

GREENEVILLE CITY SCHOOLS
PROFESSIONAL SALARY SCHEDULE 2024-2025
10 month

	0 YRS	1 YRS	2 YRS	3 YRS	4 YRS	5 YRS	6 YRS	7 YRS	8 YRS	9 YRS	10 YRS	11 YRS	12 YRS	13 YRS	14 YRS	15 YRS	16 YRS	17 YRS	18 YRS	19 YRS	20 YRS	21 YRS	22 YRS	23 YRS		
Bachelor's																										
Total	47,945	49,319	50,623	51,911	52,080	52,903	53,720	54,573	55,394	56,218	57,054	57,881	58,705	59,305	60,365	61,453	62,028	62,852	64,858	64,880	64,880	64,880	64,880	64,880	65,505	
Master's																										
Total	51,785	52,558	53,668	54,452	55,332	56,333	57,319	58,296	59,281	60,267	61,239	62,205	63,210	64,203	65,188	66,554	67,137	68,137	70,294	70,306	70,306	70,306	70,306	70,306	70,306	70,337
Master's + 30 semester hours (45 quarter hours)																										
Total	55,324	55,949	57,285	58,282	59,152	60,138	61,127	62,101	63,074	64,071	65,050	66,033	67,010	67,993	68,973	70,492	70,955	71,922	74,386	74,409	74,409	74,409	74,409	74,409	74,409	75,035
Specialist																										
Total	56,075	56,320	57,995	58,979	59,894	60,805	61,820	62,830	63,824	64,817	65,770	66,680	67,753	68,675	69,701	71,206	71,668	72,638	74,424	74,445	74,445	74,445	74,445	74,445	74,445	75,071
Doctorate																										
Total	59,315	60,055	61,356	62,129	63,013	64,008	64,989	65,821	66,954	67,932	68,907	69,887	70,897	72,262	72,853	74,359	74,805	75,800	78,256	78,282	78,282	78,282	78,282	78,282	78,282	78,907

Supplement for hours beyond Degree

Bachelor's	+ 10 semester hours (15 quarter hours) = \$100
	+ 20 semester hours (30 quarter hours) = \$200
Master's	+ 10 semester hours (15 quarter hours) = \$100
	+ 20 semester hours (30 quarter hours) = \$200