



**Performance-Based Teacher Compensation:
Reference Tool for External Applicants**

Gwinnett County Public Schools offers educators a compensation system focused on rewarding teachers for their performance. This reference document has been designed for external applicants who are considering coming to teach at Gwinnett County Public Schools, to assist them in identifying the performance step on which they would be placed.

The performance-based teacher salary schedule features 4 levels representing educational degrees (bachelor's, master's, specialist's, and doctoral). A newly hired teacher would be paid at the education level that corresponds with that individual's teaching certificate level. To determine a newly hired teacher's performance step, GCPS will evaluate prior teaching experience using the Georgia Department of Education Experience Rule 160-5-2-.05 in conjunction with the GCPS Performance-Based Teacher Compensation System, granting a performance step for those years in which a summative evaluation rating of Proficient or higher is received. GCPS will place the teacher at the performance step that corresponds with their years of creditable teaching experience. For more information about the Performance-Based Teacher Compensation System, visit www.gwinnett.k12.ga.us > Employment > Human Resources > Compensation > Revising the Compensation System for GCPS Employees.

As the performance-based salary schedule provides a separate step for years 0, 1, and 2, the number coinciding with a teacher's performance step placement will oftentimes be lower than their years of teaching experience (see salary schedule below). That teacher will still receive full credit for all verified, creditable experience and does not lose any experience towards retirement or service credit, if applicable.

2019-20 Performance-Based Teacher Salary Schedule					
<i>Reference Tool for External Applicants</i>					
Years of Creditable External Teaching Experience	GCPS Performance Step	Bachelor's Degree & Certificate Level 1	Master's Degree & Certificate Level 2	Specialist's Degree & Certificate Level 3	Doctoral Degree & Certificate Level 4
0,1,2	0	46,646	51,776	56,282	61,980
3	1	47,504	52,800	57,493	63,320
4	2	48,362	53,824	58,704	64,660
5	3	49,220	54,848	59,915	66,000
6	4	50,078	55,872	61,126	67,340
7	5	50,936	56,896	62,337	68,680
8	6	51,794	57,920	63,548	70,020
9	7	52,652	58,944	64,759	71,360
10	8	53,510	59,968	65,970	72,700
11	9	54,368	60,992	67,181	74,040
12	10	55,226	62,016	68,392	75,380
13	11	56,084	63,040	69,603	76,720
14	12	56,942	64,064	70,814	78,060
15	13	57,800	65,088	72,025	79,400
16	14	58,658	66,112	73,236	80,740
17	15	59,516	67,136	74,447	82,080
18	16	60,374	68,160	75,658	83,420
19	17	61,232	69,184	76,869	84,760
20	18	62,090	70,208	78,080	86,100
21	19	62,948	71,232	79,291	87,440
22	20	63,806	72,256	80,502	88,780
23	21	64,664	73,280	81,713	90,120
24	22	65,522	74,304	82,924	91,460
25	23	66,380	75,328	84,135	92,800
26	24	67,238	76,352	85,346	94,140
27	25	68,096	77,376	86,557	95,480
28	26	68,954	78,400	87,768	96,820
29	27	69,812	79,424	88,979	98,160
30+	28+	70,670	80,448	90,190	99,500