

Performance-Based Teacher Compensation System Quick Facts



Here are some quick facts about teacher salaries and performance-based awards. More details are found on the GCPS website.

Salary Schedule FY2019

1st Year Teacher:	\$43,646
Performance Step 5/Level 1:	\$47,936
Performance Step 8/Level 1:	\$50,510
Performance Step 10/Level 2:	\$59,016
Avg. GCPS Teacher:	\$62,088
Performance Step 15/Level 2:	\$64,136
Performance Step 20/Level 2:	\$69,256
Performance Step 25/Level 2:	\$74,376
Performance Step 25/Level 3:	\$83,557
Top of the Scale:	\$96,500

Phase 1: The GCPS Teacher Salary Schedule

- Our action to improve GCPS' teacher salary schedule is an example of the **value** the district places on **the work of all teachers** and their commitment to their students.
- It acknowledges a teacher's current education level, as well as **advanced degrees** as they are earned.
- **Annual performance, not time on the job, determines movement to the next step.** A teacher advances one "performance step" for the next contract year upon achieving a rating of "Proficient" or higher on the annual Teacher Assessment on Performance Standards (TAPS) or equivalent evaluation tool. Employees earning TAPS ratings of "Needs Development" or "Ineffective" do not move a performance step.
- The improved salary schedule provides **consistency in pay increases** between the steps in each level.

Phase 2: Performance-Based Awards

Gwinnett County Public Schools' Performance-Based Teacher Compensation System includes **Performance-Based Awards** that take into account four metrics— Professional Growth, the TAPS Evaluation, the Weighted School Assessment, and Student Growth.

- The **awards take nothing away from the pay a teacher earns** on the teacher salary schedule.
- Rather, they give top-performing teachers, both veterans and those new to the profession, the opportunity to **earn money above and beyond their salaries.**
- The Performance-Based Awards are designed to **reward and retain teachers** who are making the biggest difference in students' success.

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Two kinds of performance-based awards...



District-Level Awards... rewarding top-performing teachers at each school level (ES, MS, and HS)

- The **top 10% of eligible teachers** (on both the Four-Metric and Three-Metric paths) **at each school level** (elementary, middle, and high)— as determined by the total score on the metrics— will receive a district-level award. We call these Category 1 awards.
- This award will equal **10% of the average GCPS teacher salary** for the fiscal year in which it was earned. For FY2019 the average teacher salary is \$62,088 and the award will be \$6,208.
- In addition, teachers on the **Three-Metric Path** at each school level will receive a **category 2 or 3 award if their scores rank in the second or third highest 10% of scores at their school level**. The Category 2 and Category 3 awards are 6% and 3% of the average teacher salary, respectively.



School-Level Awards... celebrating and recognizing the great teachers in every school in GCPS

- Category 1 awards on the Four-Metric Path are given at the district level, but **20% of teachers at every school will receive a school-level award**.
- **Category 2** awards will go to Four-Metric Path teachers who score in the **highest 10% at each school** (not including teachers who earned a district-level award). Their award is **6% of the average teacher salary**. For FY2019 that would be \$3,725.
- **Category 3** awards recognize Four-Metric Path teachers with the **second highest 10% of scores at each school** (excluding those who received another award). This award is **3% of the average teacher salary** or \$1,862 for FY2019.



The FY2019 awards— *money earned above and beyond a teacher's salary*— will be distributed in December of 2019.

Have a question about the Performance-Based Awards? Check out FAQs on the GCPS website or email Performance Based Awards in Lotus Notes.

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