



THE UNIVERSITY OF
MEMPHIS

University Schools
An Innovative School District

Salary Scale

Base Salary Scale for 10 Month Faculty

* All teachers and teacher types who are paid over twelve months to work the ten month academic year.

Years	Bachelor's Degree	Master's Degree	Master's + 30 Hours/Ed.S	Doctoral Degree
0	\$50,000	\$53,605	\$55,500	\$58,000
1	\$51,000	\$53,605	\$56,610	\$59,160
2	\$52,020	\$54,621	\$57,742	\$60,343
3	\$53,060	\$55,713	\$58,897	\$61,550
4	\$54,122	\$56,828	\$60,075	\$62,781
5	\$55,204	\$57,964	\$61,276	\$64,037
6	\$56,308	\$59,124	\$62,502	\$65,317
7	\$57,434	\$60,306	\$63,752	\$66,624
8	\$58,583	\$61,512	\$65,027	\$67,956
9	\$59,755	\$62,742	\$66,328	\$69,315
10	\$60,950	\$63,997	\$67,654	\$70,702
11	\$62,169	\$65,277	\$69,007	\$72,116
12	\$63,412	\$66,583	\$70,387	\$73,558
13	\$64,680	\$67,914	\$71,795	\$75,029
14	\$65,974	\$69,273	\$73,231	\$76,530
15	\$67,293	\$70,658	\$74,696	\$78,060
16	\$68,639	\$72,071	\$76,190	\$79,622
17	\$70,012	\$73,513	\$77,713	\$81,214
18	\$71,412	\$74,983	\$79,268	\$82,838
19	\$72,841	\$76,483	\$80,853	\$84,495
20	\$74,297	\$78,012	\$82,470	\$86,185



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Extra Compensation Opportunities for 10 Month Faculty & Staff Members

Role	Stipend
Department Chair, Grade Level Chair, or Instructional Leadership Team	\$1,750 per year
Extended Learning Course Lead Teacher	\$1,750 per course, per semester (courses meet one day per week) Class enrollment must meet minimum number of students. If teachers split the class, the stipend is also split.
Extended Learning Support Administrator	\$3500 per semester
Club/Activity Sponsor	\$500 per semester
Committee Member	\$500 per semester
New Teacher Mentor	\$300 per semester



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School Based Executive Director Scale

Commensurate with Experience within a range from
\$109,000 - \$138,000

School Based Assistant Director Scale

Commensurate with Experience within a range from
\$72,000 - \$105,000



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Substitute Faculty, Student Workers, Educational Assistant Scale

Years of Experience	High School Degree	Bachelor's Degree	Master's Degree	Active TN License
0–5	\$15/hr (\$113/day)	\$18/hr (\$135/day)	\$20/hr (\$150/day)	\$26/hr (\$195/day)
5–10	\$16/hr (\$120/day)	\$19/hr (\$143/day)	\$21/hr (\$158/day)	\$28/hr (\$210/day)
10+	\$17/hr (\$128/day)	\$20/hr (\$150/day)	\$22/hr (\$165/day)	\$30/hr (\$225/day)



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District Salary Scale

Position	Minimum	Midpoint	Maximum
Coordinator	\$50,000	\$57,500	\$65,000
Asst. Director / Manager	\$66,500	\$74,000	\$81,500
Director	\$84,000	\$97,500	\$110,000
Chief Officer	\$125,000	\$135,000	\$145,000

Placement Criteria Overview

Criteria	Minimum (<i>Entry Level</i>)	Midpoint (<i>Proficient</i>)	Maximum (<i>Advanced</i>)
Experience	0–3 years in relevant leadership roles	4–7 years in similar positions with proven results	8+ years with sustained impact or district/system-level leadership
Role Complexity	Focused scope (single program or support role)	Cross-functional, multi-site, or district-level scope	High-stakes, strategic, or board-facing responsibility
Supervisory Responsibilities	Minimal or no direct reports	Supervises programs, teams, or contractors	Manages directors, departments, or district-wide initiatives

NOTE: UofM benefits include the Staff Scholarship & Fee Waiver for advanced degrees, priority enrollment in University Schools K-12 School District (dependent upon space in the desired grade level), U of M athletic ticket discounts, and competitive health insurance.