



## MEMORANDUM

**To:** University Schools K-12 Full-Time Faculty  
**From:** Sally Parish, Associate Vice President of Educational Initiatives  
**Subject:** University Schools Wage Scaffolding  
**Date:** April 26, 2023

In recent years, the University of Memphis has taken steps to address the market salary inequities within our full time faculty positions housed within our University Schools. In an effort to ensure we are providing a competitive compensation package, we conduct an annual review of our compensation scale to ensure that current University Schools K12 faculty salaries are competitive in comparison with the salaries of similarly credentialed, local peers in high performing school communities.

As a result, University Schools will be launching a new wage scaffold which will impact salaries and faculty contracts for the 2023/2024 academic year and subsequent years, as well as future hires. These new salaries will go into effect in the new academic year and will be reflected in the August payroll cycle (for pay issued at the end of August). I am excited to share that our *minimum* faculty salary will be elevated to \$50,000 per year. Within the new scaffold, many of our faculty will receive much deserved salary increases within their new contracts. In the event a faculty member is already receiving compensation at a rate equal to or higher than the rate listed in the salary scaffold, their salary will remain unchanged.

### Base Salary Scale for 10 Month Faculty

YEARS	BACHELOR'S DEGREE	MASTER'S DEGREE	DOCTORAL DEGREE
0-3	\$50,000	\$52,500	\$58,000
4-6	\$52,000	\$55,500	\$62,500
7-9	\$53,500	\$58,500	\$67,000
10-14	\$55,000	\$61,500	\$70,000
15-19	\$57,500	\$66,500	\$76,000
20+	\$60,000	\$68,500	\$80,000

This scaffold allows us to transparently communicate what University Schools faculty will be compensated and when pay increases should be expected based on education and years of service. Years of service are verified by Human Resources and include years of full-time, licensed teaching service, not exclusively years of service at the University of Memphis. This will be calculated using application and work history information on file with Human Resources and may be appealed through documentation provided directly from the school director if needed. Years of service will be calculated by years of service completed *prior* to the launch of the new academic year (for example: a teacher who has completed four full years of teaching by August of 2023 will be compensated within the 4-6 years pay band). Salaries will only be adjusted annually as part of the contract period, and will not be changed mid-contract despite adjustments to years of service or education that may occur during that time.

No retroactive salary adjustments will be made. University Schools full-time faculty will still qualify for merit pay (when offered by the university), longevity pay, and extra compensation for contracted duties that occur outside of the contracted teaching duties. These may account for perceived disparity in pay among faculty at the same level.

As a reminder, part of your competitive compensation package also includes scholarships and fee waivers to enroll in graduate level courses to complete an advanced degree while employed within University Schools (which, in turn, elevates your compensation band). This benefit was increased for University Schools faculty in recent years to ensure all of our educators are able to continue the pursuit of their own education at no cost. We encourage this continued learning and, as you will see, incentivize it within our pay structure.

Thank you for your service and dedication to the University of Memphis and our University Schools. I hope that you will receive this as good news and as a sign of our appreciation for your tireless efforts to serve the children and families within our community.

cc: Dr. Rebecca Scott, Executive Director, Campus School  
Ms. Kerrith Griffin, Executive Director, University Middle School  
Dr. Kristle Hodges Johnson, Executive Director, University High School  
Mr. Josh Czupryk, Director of Academic Operations, University Schools  
Dr. Abby Parrill-Baker, Provost, University of Memphis  
Mrs. Kristil Davis, Director, Human Resources