



INVESTING IN OUR TEACHERS



Thanks to feedback from our teachers, SCS is now rewarding top-performing teachers for job-related advanced degrees! All teachers with a TEM 4 or higher and a job-related advanced degree (who are not already receiving payment for an advanced degree under a prior SCS (MCS) salary structure) can earn a \$1250 advanced degree stipend payment annually over a four-year period.



Example: *Karen is a TEM 5, 5th grade teacher and recently earned an MS in Math. Her salary is currently \$45,000. In 2017-2018, she'll get a \$1500 salary increase for her TEM 5, and she'll receive a \$1250 stipend for her advanced degree.*



Example: *Jack is a TEM 5, 5th grade teacher and earned an MS in Math seven years ago, so he's already receiving additional pay for his advanced degree under a prior pay structure. His salary will also increase by \$1500 in 2017-2018 for his TEM 5, but he will not be eligible for an advanced degree stipend.*

Teachers who hold an advanced degree in the field of education, or who hold a degree directly related to the subject area(s) they are primarily responsible for teaching, would be considered to have a "job-related" advanced degree. Teachers who have advanced degrees unrelated to education or the primary subjects they teach would not be considered to have a job-related degree.

Job-related advanced degrees will be defined as degrees of MA/MS or higher that directly related to either: (a) the primary subject(s) taught by a teacher, or (b) the practice of education itself.

EXAMPLES

- ✔ **Suzanne is a 1st grade General Education teacher with an EDS. [ELIGIBLE]**
A degree in education is relevant to the practice of teaching across all subject areas.
- ✘ **Jamie is a 2nd grade General Education teacher with a MS in Economics. [INELIGIBLE]**
Economics is not directly related to the primary content of 1st grade curriculum.
- ✔ **Evie is a 5th grade General Education teacher with a PhD in Math. [ELIGIBLE]**
Math is directly related to one of the primary subjects in a 5th grade curriculum.
- ✔ **Patrick is a 7th grade Science teacher with a MS in Biology. [ELIGIBLE]**
A degree in a field of science is directly related to the content of a 7th grade Science class.
- ✔ **Edmund is an 8th grade English teacher with an MA in Journalism. [ELIGIBLE]**
Journalism is a sub-field of English, which is the primary subject taught by this teacher.
- ✘ **Matt is a 10th grade Math teacher with an MS in English. [INELIGIBLE]**
A degree in English is not directly related to the content of high school math curriculum.
- ✔ **Caroline is a High School Physics teacher with a PhD in Math. [ELIGIBLE]**
Advanced math is requisite for the instruction of Physics and directly relates to the teacher's ability to convey content to students.
- ✔ **Harry is a High School Art teacher with a MA in Fine Arts. [ELIGIBLE]**
A degree in fine art is relevant to the primary content of a high school art class.
- ✔ **Norman is a Special Education teacher with an MA+45 in Education. [ELIGIBLE]**
A degree in Education is relevant to the practice of teaching across all subject areas.
- ✘ **Vera is a Special Education teacher with an MA in Art History. [INELIGIBLE]**
Art history is not relevant to the primary content and skills this teacher would support.