



BRISTOL TENNESSEE CITY SCHOOLS
SALARY SCHEDULE
TEACHERS
2026-2027
Payable Effective July 1, 2026

Years Experience	Bachelor's	Master's	M + 30	Ed.S.	Ed.D.
0	53,251	57,329	61,451	62,414	66,251
1	54,820	58,968	63,089	64,023	67,877
2	55,890	60,071	64,239	65,219	69,141
3	56,353	60,534	64,720	65,675	69,627
4	57,248	61,441	65,597	66,584	70,539
5	58,154	62,368	66,534	67,471	71,407
6	59,049	63,296	67,446	68,420	72,362
7	59,957	64,220	68,385	69,356	73,277
8	60,876	65,148	69,293	70,262	74,206
9	61,775	66,054	70,212	71,178	75,126
10	62,698	66,956	71,128	72,114	76,050
11	63,604	67,884	72,096	73,005	76,963
12	64,535	68,798	72,976	73,934	77,891
13	65,425	69,720	73,917	74,855	78,806
14	66,348	70,664	74,832	75,785	79,719
15	67,277	71,580	75,761	76,714	80,643
16	68,075	72,378	76,569	77,504	81,435
17	68,876	73,192	77,368	78,319	82,050
18	69,670	73,985	78,178	79,112	83,048
19	70,478	74,776	78,985	79,920	83,855
20	71,282	75,599	79,774	80,722	84,641
21	71,885	76,197	80,384	81,322	85,249
22	72,392	76,714	80,883	81,843	85,755
23	72,989	77,319	81,505	82,439	86,370
24	73,507	77,829	82,006	82,950	86,870
25	74,435	78,735	82,934	83,871	87,805
26	75,143	79,462	83,656	84,591	88,527
27	75,890	80,177	84,386	85,315	89,242
28	76,633	80,956	85,149	86,092	90,013
29	77,427	81,714	85,912	86,857	90,779
30	78,184	82,484	86,691	87,625	91,563

SUBSTITUTE TEACHERS RATES PER DAY FOR 2026-2027	
Non Degreed Substitute Teacher	\$ 105.00
Degreed Substitute Teacher	\$ 105.00
Certified TN Substitute Teacher	\$ 120.00
BTCS Retired Teacher Substitute	\$ 150.00

Student Workers	\$15.37 per hour
------------------------	-------------------------



**BRISTOL TENNESSEE CITY SCHOOLS
SALARY SCHEDULE
105 DAY TEACHERS
2026-2027**

**Payable Effective July 1, 2026
(Based on Teacher Salary Schedule)**

Years Experience	Bachelor's	Master's	M + 30	Ed.S.	Ed.D.
0	27,956	30,099	32,263	32,768	34,783
1	28,780	30,961	33,121	33,614	35,636
2	29,342	31,536	33,724	34,240	36,300
3	29,584	31,780	33,978	34,482	36,553
4	30,054	32,256	34,439	34,273	37,033
5	30,531	32,744	34,928	35,422	37,485
6	30,999	33,229	35,408	35,920	37,990
7	31,477	33,714	35,902	36,411	38,470
8	31,958	34,203	36,378	36,890	38,958
9	32,432	34,678	36,861	37,366	39,442
10	32,917	35,149	37,342	37,858	39,925
11	33,394	35,639	37,852	38,329	40,408
12	33,881	36,119	38,312	38,815	40,894
13	34,350	36,604	38,807	39,300	41,375
14	34,832	37,098	39,287	39,786	41,853
15	35,321	37,579	39,774	40,273	42,337
16	35,740	37,997	40,198	40,690	42,750
17	36,160	38,423	40,622	41,117	43,079
18	36,577	38,841	41,045	41,534	43,601
19	36,999	39,257	41,468	41,959	44,023
20	37,423	39,692	41,882	42,378	44,436
21	37,739	40,004	42,200	42,693	44,756
22	38,007	40,273	42,467	42,968	45,022
23	38,321	40,594	42,790	43,282	45,345
24	38,592	40,860	43,052	43,548	45,607
25	39,079	41,337	43,540	44,030	46,097
26	39,449	41,719	43,919	44,413	46,476
27	39,842	42,093	44,301	44,788	46,853
28	40,234	42,499	44,703	45,197	47,256
29	40,650	42,898	45,104	45,598	47,658
30	41,047	43,303	45,515	46,003	48,073



**BRISTOL TENNESSEE CITY SCHOOLS
SALARY SCHEDULE
205 DAY TEACHERS / OTHER STAFF
2026-2027**

**Payable Effective July 1, 2026
(Based on Teacher Salary Schedule)**

Years Experience	Bachelor's	Master's	M + 30	Ed.S.	Ed.D.
0	54,583	58,761	62,988	63,972	67,907
1	56,191	60,442	64,665	65,624	69,573
2	57,287	61,571	65,845	66,849	70,869
3	57,762	62,048	65,037	67,320	71,367
4	58,677	62,977	67,235	68,249	72,304
5	59,608	63,930	68,197	69,158	73,193
6	60,525	64,878	69,134	70,128	74,171
7	61,455	65,826	70,093	71,091	75,109
8	62,399	66,777	71,025	72,019	76,060
9	63,319	67,707	71,966	72,958	77,005
10	64,266	68,628	72,907	73,914	77,952
11	65,191	69,580	73,900	74,830	78,889
12	66,148	70,517	74,800	75,782	79,839
13	67,060	71,463	75,768	76,726	80,778
14	68,006	72,430	76,705	77,679	81,715
15	68,958	73,370	77,657	78,632	82,661
16	69,775	74,188	78,484	79,444	83,469
17	70,598	75,022	79,304	80,277	84,099
18	71,411	75,832	80,132	81,090	85,125
19	72,238	76,646	80,960	81,917	85,953
20	73,065	77,486	81,770	82,738	86,756
21	73,681	78,101	82,394	83,354	87,380
22	74,202	78,632	82,907	83,891	87,900
23	74,817	79,253	83,544	84,503	88,531
24	75,344	79,773	84,055	85,023	89,042
25	76,295	80,703	85,009	85,965	90,002
26	77,022	81,451	85,746	86,706	90,739
27	77,790	82,180	86,495	87,447	91,474
28	78,547	82,980	87,279	88,243	92,262
29	79,363	83,757	88,061	89,030	93,047
30	80,139	84,548	88,860	89,820	93,852



**BRISTOL TENNESSEE CITY SCHOOLS
SALARY SCHEDULE
220 DAY TEACHERS / OTHER STAFF
2026-2027**

**Payable Effective July 1, 2026
(Based on Teacher Salary Schedule)**

Years Experience	Bachelor's	Master's	M + 30	Ed.S.	Ed.D.
0	58,576	63,063	67,595	68,654	72,877
1	60,301	64,864	69,397	70,425	74,665
2	61,478	66,075	70,665	71,739	76,053
3	61,991	66,586	71,191	72,246	76,590
4	62,973	67,584	72,156	73,242	77,593
5	63,969	68,605	73,185	74,216	78,546
6	64,953	69,627	74,191	75,260	79,598
7	65,950	70,640	75,224	76,291	80,606
8	66,964	71,661	76,223	77,286	81,626
9	67,953	72,661	77,232	78,293	82,639
10	68,966	73,650	78,242	79,322	83,655
11	69,965	74,671	79,306	80,306	84,660
12	70,986	75,677	80,273	81,326	85,682
13	71,967	76,691	81,313	82,338	86,687
14	72,981	77,728	82,316	83,363	87,692
15	74,006	78,737	83,339	84,386	88,706
16	74,883	79,615	84,227	85,254	89,578
17	75,763	80,510	85,108	86,149	90,255
18	76,638	81,383	85,997	87,024	91,353
19	77,525	82,254	86,885	87,913	92,242
20	78,411	83,159	87,754	88,793	93,107
21	79,073	83,819	88,421	89,453	93,775
22	79,632	84,386	88,973	90,025	94,334
23	80,291	85,054	89,656	90,687	95,007
24	80,857	85,609	90,205	91,245	95,557
25	81,878	86,610	91,227	92,257	96,587
26	82,660	87,411	92,021	93,050	97,380
27	83,479	88,194	92,823	93,845	98,166
28	84,298	89,051	93,664	94,702	99,014
29	85,170	89,885	94,502	95,541	99,857
30	86,003	90,733	95,362	96,390	100,718



**BRISTOL TENNESSEE CITY SCHOOLS
SALARY SCHEDULE
12 MONTH PROFESSIONAL STAFF /
240 DAY TEACHERS / OTHER STAFF
2026-2027**

**Payable Effective July 1, 2026
(Based on Teacher Salary Schedule)**

Years Experience	Bachelor's	Master's	M + 30	Ed.S.	Ed.D.
0	63,903	68,797	73,740	74,895	79,501
1	65,784	70,761	75,706	76,826	81,452
2	67,070	72,083	77,087	78,264	82,968
3	67,625	72,639	77,664	78,812	83,552
4	68,696	73,727	78,719	79,900	84,648
5	69,784	74,843	79,839	80,965	85,688
6	70,854	75,956	80,934	82,101	86,835
7	71,946	77,063	82,062	83,226	87,933
8	73,051	78,177	83,149	84,315	89,044
9	74,129	79,263	84,254	85,410	90,153
10	75,239	80,344	85,352	86,536	91,258
11	76,325	81,459	86,516	87,607	92,356
12	77,438	82,556	87,570	88,720	93,472
13	78,510	83,664	88,704	89,825	94,568
14	79,617	84,794	89,798	90,942	95,665
15	80,731	85,895	90,914	92,056	96,770
16	81,690	86,853	91,884	93,006	97,720
17	82,651	87,827	92,846	93,982	98,458
18	83,603	88,782	93,813	94,934	99,660
19	84,572	89,732	94,782	95,904	100,628
20	85,539	90,720	95,730	96,864	101,570
21	86,259	91,437	96,460	97,585	102,300
22	86,870	92,056	97,062	98,211	102,909
23	87,590	92,783	97,809	98,930	103,642
24	88,208	93,392	98,409	99,538	104,244
25	89,321	94,482	99,522	100,643	105,366
26	90,169	95,358	100,387	101,509	106,233
27	91,070	96,213	101,261	102,376	107,091
28	91,961	97,147	102,181	103,311	108,013
29	92,914	98,055	103,094	104,229	108,935
30	93,820	98,981	104,030	105,153	109,875



BRISTOL TENNESSEE CITY SCHOOLS
SALARY SCHEDULE
HOURLY SUPPORT STAFF
2026-2027
Payable Effective July 1, 2026

Lane (Hourly Rates)												
Step	A	B	C	D	E	F	G	H	I	J	K	L
0	15.37	16.09	17.63	17.89	18.19	18.95	19.71	20.77	23.03	23.78	25.27	28.67
1	15.70	16.36	17.90	18.20	18.51	19.28	20.04	21.11	23.41	24.11	25.54	29.53
2	15.98	16.63	18.26	18.51	18.84	19.63	20.41	21.55	23.78	24.45	25.84	29.69
3	16.35	16.91	18.63	18.84	19.19	19.98	20.77	21.91	24.12	24.80	26.10	30.14
4	16.82	17.21	18.98	19.15	19.49	20.30	21.11	22.27	24.46	25.14	26.43	30.63
5	17.11	17.62	19.33	19.58	19.96	20.78	21.60	22.55	24.92	25.48	26.68	31.08
6	17.39	17.91	19.71	19.94	20.30	21.14	21.98	22.92	25.27	25.82	26.99	31.54
7	17.68	18.20	20.04	20.25	20.63	21.49	22.35	23.25	25.61	26.15	27.25	32.03
8	17.96	18.47	20.41	20.57	20.95	21.81	22.67	23.61	25.92	26.51	27.57	32.51
9	18.30	18.77	20.69	20.87	21.28	22.16	23.03	24.00	26.27	26.86	27.85	32.97
10	18.65	19.05	21.05	21.22	21.62	22.52	23.41	24.34	26.61	27.17	28.11	33.46
11	18.98	19.37	21.46	21.58	21.87	22.78	23.68	24.69	26.99	27.52	28.40	33.93
12	19.30	19.69	21.83	21.96	22.23	23.14	24.05	25.04	27.33	27.88	28.68	34.44
13	19.62	19.96	22.20	22.32	22.55	23.48	24.40	25.40	27.70	28.19	28.96	34.88
14	19.96	20.24	22.55	22.67	22.87	23.81	24.75	25.77	28.04	28.55	29.25	35.35
15	20.24	20.53	22.82	23.00	23.18	24.14	25.09	26.14	28.45	28.95	29.67	35.85
16	20.47	20.77	23.05	23.27	23.46	24.43	25.39	26.44	28.77	29.29	30.02	36.27
17	20.71	21.00	23.30	23.54	23.73	24.71	25.68	26.74	29.11	29.62	30.37	36.69
18	20.94	21.26	23.53	23.81	24.01	25.00	25.98	27.06	29.45	29.98	30.71	37.12
19	21.20	21.50	23.78	24.07	24.29	25.29	26.29	27.37	29.78	30.31	31.08	37.54
20	21.44	21.75	24.02	24.36	24.57	25.58	26.59	27.68	30.13	30.67	31.43	37.97
21	21.62	21.94	24.21	24.57	24.79	25.81	26.83	27.93	30.40	30.94	31.69	38.31
22	21.82	22.12	24.40	24.79	24.99	26.03	27.06	28.17	30.66	31.20	31.99	38.64
23	22.01	22.32	24.59	24.99	25.20	26.25	27.30	28.42	30.93	31.48	32.26	38.98
24	22.21	22.50	24.79	25.20	25.43	26.48	27.53	28.66	31.19	31.75	32.54	39.31
25	22.40	22.70	24.97	25.42	25.65	26.71	27.76	28.91	31.46	32.03	32.81	39.67
26	22.62	22.92	25.19	25.66	25.92	26.98	28.04	29.19	31.78	32.33	33.15	40.06
27	22.85	23.14	25.42	25.93	26.17	27.25	28.33	29.50	32.09	32.67	33.47	40.44
28	23.07	23.37	25.64	26.18	26.43	27.52	28.61	29.78	32.42	32.99	33.81	40.85
29	23.30	23.60	25.87	26.44	26.68	27.79	28.89	30.07	32.73	33.32	34.14	41.26
30	23.53	23.84	26.10	26.70	26.96	28.07	29.17	30.38	33.05	33.64	34.49	41.66

Lane	Position Listing
A	Custodian, Food Service Worker
B	Assistant Food Service Manager (Elementary School), Busdriver Attendant, Educational Assistant (Regular)
C	Busdriver, Custodial Technician, Educational Assistant (Self Contained), Facilities Technician 1, Food Service Manager (Elementary School)
D	Assistant Food Service Manager (High School)
E	Food Service Manager (Middle School)
F	Reserved for Future Use
G	Bookkeeper, Central Office Receptionist, Educational Assistant (Hired prior to 7/1992), Facilities Technician 2, Food Service Manager (High School), Head Custodian, Nurse (LPN), School Secretary
H	Central Office Administrative Assistant
I	Reserved for Future Use
J	Reserved for Future Use
K	Director of Schools Executive Assistant, Facilities Technician 3, Nurse (RN), Technology System Analyst
L	Digital Media Specialist, Facilities Foreman, Nurse (Lead Coordinator), Technology Hardware Analyst

Additional Hourly Supplements	
Additional Managerial Programming Supplement (Food Service)	additional \$0.60 / hr



BRISTOL TENNESSEE CITY SCHOOLS
SALARY SCHEDULE
CENTRAL OFFICE ADMINISTRATORS
2026-2027
Payable Effective July 1, 2026

Step	Position	Bachelor's	Master's	M+30	Ed.S.	Ed.D.
1	Director	105,307	107,016	108,720	110,429	112,138
2		106,218	107,925	109,634	111,338	113,045
3		107,130	108,835	110,541	112,247	113,954
4		108,038	109,747	111,454	113,160	114,866
5		108,946	110,656	112,362	114,069	115,774
6		109,861	111,566	113,274	114,981	116,685
7		110,768	112,474	114,182	115,888	117,596
8		111,680	113,386	115,093	116,799	118,506
9		112,589	114,296	116,004	117,711	119,419
10		113,499	115,205	116,914	118,619	120,324
11		114,397	116,103	117,812	119,516	121,222
12		115,294	116,999	118,709	120,413	122,118
13		116,191	117,897	119,606	121,311	123,016
14		117,088	118,793	120,503	122,207	123,913
15		117,985	119,691	121,400	123,105	124,810
1	Chief Officer	112,589	114,296	116,004	117,711	119,419
2		113,499	115,204	116,914	118,619	120,324
3		114,411	116,117	117,826	119,532	121,238
4		115,318	117,030	118,735	120,441	122,150
5		116,230	117,936	119,644	121,350	123,058
6		117,142	118,846	120,557	122,263	123,968
7		118,050	119,758	121,464	123,169	124,878
8		118,960	120,669	122,377	124,084	125,788
9		119,872	121,579	123,285	124,991	126,697
10		120,782	122,489	124,194	125,900	127,610
11		121,679	123,385	125,091	126,796	128,508
12		122,576	124,283	125,988	127,694	129,404
13		123,473	125,180	126,885	128,590	130,302
14		124,371	126,077	127,783	129,488	131,199
15		125,267	126,974	128,679	130,385	132,096
1	Central Office Supervisor	122,361	124,070	125,776	127,481	129,188
2		123,274	124,980	126,685	128,393	130,098
3		124,182	125,886	127,594	129,303	131,009
4		125,093	126,802	128,508	130,212	131,917
5		126,005	127,711	129,417	131,122	132,830
6		126,912	128,621	130,326	132,034	133,738
7		127,825	129,531	131,236	132,944	134,650
8		128,733	130,440	132,145	133,855	135,559
9		129,645	131,349	133,055	134,763	136,470
10		130,553	132,260	133,969	135,673	137,379
11		131,449	133,157	134,865	136,570	138,276
12		132,347	134,055	135,763	137,467	139,173
13		133,244	134,951	136,660	138,364	140,069
14		134,141	135,849	137,557	139,262	140,967
15		135,038	136,745	138,454	140,158	141,864



BRISTOL TENNESSEE CITY SCHOOLS
SALARY SCHEDULE
SCHOOL ADMINISTRATORS
2026-2027
Payable Effective July 1, 2026

Step	Position	Bachelor's	Master's	M+30	Ed.S.	Ed.D.
1	Elementary School Assistant Principal (11 Month Contract)	80,125	85,188	90,123	91,222	95,848
2		81,066	86,146	91,066	92,179	96,573
3		82,003	87,080	92,017	93,116	97,748
4		82,952	88,012	92,967	94,067	98,699
5		83,900	88,980	93,897	95,009	99,624
6		84,608	89,686	94,610	95,715	100,339
7		85,206	90,293	95,201	96,327	100,937
8		85,911	91,008	95,932	97,035	101,657
9		86,517	91,602	96,519	97,632	102,246
10		87,609	92,673	97,613	98,715	103,348
11		88,446	93,530	98,462	99,564	104,197
12		89,323	94,368	99,321	100,414	105,038
13		90,199	95,285	100,220	101,331	105,945
14		91,132	96,177	101,117	102,229	106,847
15		92,023	97,084	102,037	103,137	107,768
1	Elementary School Assistant Principal (12 Month Contract)	87,409	92,932	98,316	99,515	104,561
2		88,436	93,977	99,345	100,559	105,352
3		89,458	94,996	100,382	101,581	106,634
4		90,493	96,013	101,419	102,619	107,672
5		91,527	97,069	102,433	103,646	108,681
6		92,300	97,839	103,211	104,416	109,461
7		92,952	98,501	103,856	105,084	110,113
8		93,721	99,281	104,653	105,856	110,899
9		94,382	99,929	105,293	106,508	111,541
10		95,573	101,098	106,487	107,689	112,743
11		96,487	102,033	107,413	108,615	113,669
12		97,443	102,947	108,350	109,543	114,587
13		98,399	103,947	109,331	110,543	115,576
14		99,417	104,920	110,309	111,523	116,560
15		100,389	105,910	111,313	112,513	117,565
1	Secondary School Assistant Principal (11 Month Contract)	99,866	101,433	102,999	104,562	106,127
2		100,706	102,268	103,834	105,400	106,960
3		101,540	103,101	104,666	106,231	107,796
4		102,375	103,939	105,501	107,066	108,631
5		103,208	104,771	106,337	107,902	109,467
6		104,042	105,606	107,172	108,736	110,299
7		104,877	106,439	108,006	109,570	111,133
8		105,710	107,276	108,839	110,404	111,971
9		106,545	108,109	109,673	111,237	112,803
10		107,381	108,943	110,508	112,074	113,636
11		108,204	109,765	111,332	112,897	114,459
12		109,025	110,587	112,154	113,720	115,281
13		109,847	111,411	112,977	114,541	116,104
14		110,671	112,232	113,798	115,363	116,927
15		111,492	113,055	114,620	116,186	117,748



BRISTOL TENNESSEE CITY SCHOOLS
SALARY SCHEDULE
SCHOOL ADMINISTRATORS
2026-2027
Payable Effective July 1, 2026

Step	Position	Bachelor's	Master's	M+30	Ed.S.	Ed.D.
1	Secondary School Assistant Principal (12 Month Contract) ----- Online School Principal	108,946	110,656	112,362	114,069	115,774
2		109,861	111,566	113,274	114,981	116,685
3		110,768	112,474	114,182	115,888	117,596
4		111,680	113,387	115,093	116,799	118,506
5		112,589	114,296	116,004	117,711	119,419
6		113,499	115,204	116,914	118,619	120,324
7		114,411	116,117	117,826	119,532	121,238
8		115,318	117,032	118,735	120,441	122,150
9		116,230	117,936	119,644	121,350	123,058
10		117,142	118,846	120,557	122,263	123,968
11		118,040	119,744	121,453	123,160	124,864
12		118,936	120,641	122,351	124,058	125,762
13		119,834	121,538	123,248	124,954	126,659
14		120,730	122,435	124,145	125,852	127,556
15		121,628	123,332	125,042	126,748	128,453
1	Elementary School Principal	112,589	114,296	116,004	117,711	119,419
2		113,499	115,204	116,914	118,619	120,324
3		114,411	116,117	117,826	119,532	121,238
4		115,318	117,032	118,735	120,441	122,150
5		116,230	117,936	119,644	121,350	123,058
6		117,142	118,846	120,557	122,263	123,968
7		118,050	119,758	121,464	123,169	124,878
8		118,960	120,669	122,377	124,084	125,788
9		119,872	121,579	123,285	124,991	126,697
10		120,782	122,489	124,194	125,900	127,610
11		121,679	123,385	125,091	126,796	128,508
12		122,576	124,283	125,988	127,694	129,404
13		123,473	125,180	126,885	128,590	130,302
14		124,371	126,077	127,783	129,488	131,199
15		125,267	126,974	128,679	130,385	132,096
1	Middle School Principal	120,661	122,371	124,077	125,781	127,488
2		121,569	123,278	124,986	126,691	128,399
3		122,485	124,189	125,895	127,603	129,307
4		123,395	125,099	126,804	128,512	130,217
5		124,304	126,010	127,717	129,423	131,128
6		125,213	126,920	128,627	130,335	132,040
7		126,124	127,830	129,536	131,241	132,949
8		127,031	128,738	130,447	132,155	133,861
9		127,944	129,651	131,358	133,062	134,769
10		128,854	130,561	132,267	133,973	135,680
11		129,750	131,458	133,165	134,871	136,578
12		130,648	132,355	134,062	135,767	137,475
13		131,544	133,252	134,959	136,665	138,372
14		132,442	134,149	135,856	137,561	139,269
15		133,338	135,046	136,752	138,459	140,166



BRISTOL TENNESSEE CITY SCHOOLS
SALARY SCHEDULE
SCHOOL ADMINISTRATORS
2026-2027
Payable Effective July 1, 2026

Step	Position	Bachelor's	Master's	M+30	Ed.S.	Ed.D.
1	High School Principal	125,093	126,802	128,508	130,212	131,917
2		126,005	127,711	129,417	131,122	132,830
3		126,912	128,621	130,326	132,034	133,738
4		127,825	129,531	131,236	132,944	134,650
5		128,733	130,440	132,145	133,855	135,559
6		129,645	131,349	133,055	134,763	136,470
7		130,553	132,260	133,969	135,673	137,379
8		131,465	133,170	134,877	136,584	138,291
9		132,372	134,080	135,788	137,494	139,200
10		133,285	134,991	136,696	138,403	140,111
11		134,182	135,887	137,593	139,300	141,009
12		135,080	136,785	138,491	140,197	141,905
13		135,976	137,682	139,387	141,095	142,803
14		136,874	138,579	140,285	141,991	143,700
15		137,770	139,476	141,181	142,889	144,597



BRISTOL TENNESSEE CITY SCHOOLS

COACHING & MISCELLANEOUS SUPPLEMENTS

2026-2027

Salary supplements are based on a 5-year cap

Regular Season Athletic Supplements				
Sport	Tennessee High		Tennessee Middle	
	Head	Asst	Head	Asst
Baseball	10% - 14%	6% - 10%	4% - 8%	3.5% - 5.5%
Basketball Boys	17% - 21%	8% - 12%	5% - 9%	4% - 8%
Basketball Girls	17% - 21%	8% - 12%	5% - 9%	4% - 8%
Cheerleading	10% - 14%	6% - 10%	5% - 9%	4% - 8%
Cross Country	8% - 12%	5% - 9%	4% - 8%	3.5% - 5.5%
Dance	10% - 14%	6% - 10%	5% - 9%	4% - 8%
Firecracker Squad	5% - 9%		4% - 8%	
Football Boys	17% - 21%	8% - 12%	5% - 9%	4% - 8%
Golf	8% - 12%	5% - 9%	4% - 8%	3.5% - 5.5%
Soccer Boys	8% - 12%	5% - 9%	4% - 8%	3.5% - 5.5%
Soccer Girls	8% - 12%	5% - 9%	4% - 8%	3.5% - 5.5%
Softball	10% - 14%	6% - 10%	4% - 8%	3.5% - 5.5%
Swimming	8% - 12%	5% - 9%	4% - 8%	3.5% - 5.5%
Tennis	8% - 12%	5% - 9%	4% - 8%	3.5% - 5.5%
Track	8% - 12%	5% - 9%	4% - 8%	3.5% - 5.5%
Volleyball Boys	3.5% - 5.5%			
Volleyball Girls	8% - 12%	5% - 9%	4% - 8%	3.5% - 5.5%
Wrestling	8% - 12%	5% - 9%	4% - 8%	3.5% - 5.5%

Miscellaneous Athletic Supplements	
Football Coordinator	9% - 13%
Mowing	\$7,500/Yr
TMS Athletic Trainer	10%
THS Strength & Conditioning # Plus one month of salary	15% - 19% #
TMS Weight Room	4%
TMS Athletic Coordinator	10%
Youth Sports Season Leader	\$1,000/Yr
The Classic Director	12% - 16%
Coaches Driving Less Than 100 Miles	\$30/Event
Coaches Driving Over 100 Miles	\$60/Event
Non-coaches Driving	\$15/Hr

Post Season Athletic Incentives **	
Tennessee High	
Head Coach	\$150
Assistant Coach	\$125
Tennessee Middle	
Head Coach	\$125
Assistant Coach	\$100

** Incentives are paid for certain levels of post-season events.

Miscellaneous Academic Supplements	
Agriculture	5% - 9%
Career Ladder - Level 1	\$1,000/Yr
Career Ladder - Level 2	\$2,000/Yr
Career Ladder - Level 3	\$3,000/Yr
In Lieu of Career Ladder	\$1,000/Yr
Online Class - 1 - 12 Students	\$2,250/Class
Online Class - 13 - 24 Students	\$2,750/Class
Online Class - 25 - 36 Students	\$3,250/Class
Online Class - 37 Students and Higher	\$3,750/Class
Course Development	\$1,500/Class
Additional Course Instruction	\$3,000/Class
Academic Chair I	\$4,500/Yr
Academic Chair II	\$2,250/Yr
School Leadership - Chair - K-8	\$1,000/Yr
School Leadership - Chair - THS	\$500/Yr
School Leadership - Chair - TOPS	\$250/Yr
Teacher Mentor for Approved Apprentice Candidate	\$1,000/Yr
At-Risk Coordinator	\$1,500/Yr
Family Engagement Coordinator	\$1,500/Yr
Title I Coordinator	\$1,500/Yr
Workforce Development	5% - 9%
Homebound Services	\$25/Hr

** Cell phone supplements are based upon equivalent cost of cell phone service from vendor.

*** Mileage supplements vary with maximum amount of \$50 per month.

Miscellaneous Other Supplements	
Additional Endorsement/Certification	\$500/ Requirement
Tennessee Middle School Band Director	5% - 9%
Tennessee High School Band Director	17% - 21%
Tennessee Middle School Band Assistant	3.5% - 5.5%
Tennessee High School Band Assistant	8% - 12%
Elementary Choir Director	4% - 8%
Tennessee Middle School Choral Director	4% - 8%
Tennessee High School Choral Director	10% - 14%
Elementary Robotics Sponsor	4% - 8%
Tennessee Middle School Robotics Sponsor	4% - 8%
Tennessee High School Robotics Sponsor	8% - 12%
Tennessee Middle School Drama Sponsor	4% - 8%
Tennessee High School Drama Sponsor	5% - 9%
JROTC Drill Sponsor	5% - 9%
District Printing Services - Summer	Hourly Rate - Outside Contract
Translation and Interpretation Services	\$25/Hr
Substitute Planning (Overtime if Exceeds Regular Week)	2 Hours Per Day Worked
BOE Secretary	6%
Commerical Drivers License (CDL) Completion	\$500/Yr
CDL Renewal - Daily Drivers & Substitutes	\$500/Yr
Other Transportation Renewals - Non Daily Drivers	\$250/Yr
Mileage (Max Amount) ***	\$600/Yr

Add'l Hourly Programming Supplement (LEAPS, Ext. Learning, Etc.) \$25/Hr

Full Percent Supplement Scale																		
Scale	4%	5%	6%	7%	8%	9%	10%	11%	12%	13%	14%	15%	16%	17%	18%	19%	20%	21%
Supplement	2,130	2,663	3,195	3,728	4,260	4,793	5,325	5,858	6,390	6,923	7,455	7,988	8,520	9,053	9,585	10,118	10,650	11,183

Half Percent Supplement Scale				
Scale	3.5%	4.0%	4.5%	5.0%
Supplement	1,864	2,130	2,396	2,663



BRISTOL TENNESSEE CITY SCHOOLS **OPPORTUNITY CULTURE PILOT SUPPLEMENTS** **2026-2027**

Salary supplements are based on a 5-year cap

Opportunity Culture Pilot Supplements	
Multi-Classroom Leader™ III	22% - 26%
Multi-Classroom Leader™ II	17% - 21%
Multi-Classroom Leader™ I	12% - 17%
Master Team Reach Teacher™ II	9% - 13%
Master Team Reach Teacher™ I	7% - 11%
Team Reach Teacher™	5% - 9%
Multi-Team Reach Associate™	4% - 8%
Team Reach Associate™	4% - 8%

Full Percent Supplement Scale												
Scale	4%	5%	6%	7%	8%	9%	10%	11%	12%	13%	14%	15%
Supplement	2,130	2,663	3,195	3,728	4,260	4,793	5,325	5,858	6,390	6,923	7,455	7,988

Scale	16%	17%	18%	19%	20%	21%	22%	23%	24%	25%	26%
Supplement	8,520	9,053	9,585	10,118	10,650	11,183	11,715	12,248	12,780	13,313	13,845