

**TENNESSEE DEPARTMENT OF EDUCATION**  
**STATE SALARY SCHEDULE**  
**LICENSED INSTRUCTIONAL PERSONNEL**  
Effective July 1, 2025

**BASE SALARY (BACHELOR'S DEGREE AND ZERO YEARS OF EXPERIENCE)**

**= \$47,000**

<u>YEARS OF EXPERIENCE</u>	<u>0</u>	<u>1-5</u>	<u>6-10</u>	<u>11-15</u>
<b>BACHELOR'S DEGREE</b>	BASE	BASE + \$645	BASE + \$3,370	BASE + \$6,900
<u>YEARS OF EXPERIENCE</u>		<u>0-5</u>	<u>6-10</u>	<u>11-15</u>
<b>ADVANCED DEGREE</b>	--	BASE + \$3,605	BASE + \$7,365	BASE + \$11,380

**NOTES:**

1. Figures represent minimum salary requirements. Local education agencies (LEAs) should provide additional compensation increases to the base salary for factors including aiding in staffing hard-to-staff subject areas and schools and in hiring and retaining highly effective teachers [Tenn. Code Ann. § 49-3-306(h)]. In addition, LEAs may provide additional increases for years of experience and educational attainment.
2. The adoption of the state salary schedule shall not result in a reduction of pay by an LEA for any teacher employed by the LEA at the time of the schedule's adoption [Tenn. Code Ann. § 49-3-306(a)(1)]. Therefore, the minimum salary required for such personnel may be greater than the figures noted above.