



**GREENSBORO**



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**CARY**



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## TMSA Public Charter Schools

### Instructional Staff Salary Scale

Qualifications	Salary/Credit
<b>Starting Base Salary</b> <i>(Additional \$1,000.00 for Charlotte or \$2,000.00 for Cary Locations)</i>	\$36,000.00
<b>Education:</b> Bachelor's Degree	\$500.00
<b>Education:</b> Master's Degree <i>(No credit from other "Education" categories)</i>	\$2,000.00
<b>Education:</b> Ph.D. <i>(No credit from other "Education" categories)</i>	\$2,500.00
<b>Experience:</b> Full time Teaching Experience before TMSA/QCSS <i>(per year) (up to 10 years)</i>	\$500.00
<b>Experience:</b> Full time Teaching Experience at TMSA/QCSS <i>(per year)</i>	\$1,080.00
<b>License:</b> North Carolina LE <i>(Lateral Entry, Residency) Teaching License</i>	\$750.00
<b>License:</b> North Carolina SP1 or SP2 Teaching License <i>(No credit from other "License" categories)</i>	\$3,000.00
<b>License:</b> National Board Certificate in the related field <i>(No credit from other "License" categories)</i>	\$4,000.00

### Special Condition Credits

Qualifications	Salary/Credit
Title I School Credit <i>(Only Greensboro campuses are eligible for this credit)</i>	\$1,000.00
<b>AP Course Credit</b> <i>(If teaching one or more AP Courses)</i>	\$1,000.00
<b>High School PLTW Course Credit</b> <i>(If teaching one or more PLTW Courses)</i>	\$1,000.00
<b>"Hard to Find" Subject Credit</b> <i>(TBA)</i>	\$1,500.00
<b>Assignment:</b> Teacher Mentor Credit	\$500.00
<b>Assignment:</b> Department Chair Credit	\$2,500.00
<b>Assignment:</b> Grade Level Chair Credit	\$2,500.00
NC DPI Teacher Legislated Performance Bonus Match	Up to \$2,500.00

### Extra Duties

A full-time teacher, who currently has at least a 2/3 teaching load per week is eligible to take up to two extra duties for additional compensation.

<b>Extra Duties</b> <i>(Athletic coaches, teaching Saturday courses, competitive team mentors, leadership club mentors, etc.)</i>	\$500-\$4,800
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If you have any questions regarding salaries or the calculation methods, please contact TMSA Public Charter Schools HR department at [HR@tmsapcs.org](mailto:HR@tmsapcs.org)



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## TMSA Public Charter Schools

### Staff Benefits Summary

Insurance	Employee ONLY Package	Family Package
Medical	100% company paid	25% - 35% employee contribution
Dental	Voluntary	Voluntary
Vision	Voluntary	Voluntary

Additional Benefits	Coverage
401K Retirement Plan	6% Company Match
Life and Accidental Death & Dismemberment	100% Company Paid (Up to 50k)
Short-Term Disability	100% Company Paid
Long-Term Disability	100% Company Paid
Education Reimbursement	75% Company Paid

- √ TMSA Public Charter Schools is offering a 10 - month (195 Days) contract to its teachers.
- √ Annually, teachers are getting 10 PTO (Personal time off) days.
- √ Annually, 11-month employees are getting 11 PTO (Personal time off) days.
- √ Annually, 11-month employees are getting 12 PTO (Personal time off) days.