

FOR IMMEDIATE RELEASE

Nashville Public Education Foundation Applauds Mayor for Increasing District Teacher Pay

New salary structure significantly improves pay for Metro Nashville Public School teachers and helps make city more competitive for top teaching talent

NASHVILLE, Tenn. – April 29, 2021– Today, during his State of Metro address, Mayor John Cooper announced a commitment of more than \$49 million to increase teacher pay and make teachers in Metro Nashville Public Schools (MNPS) the best paid public school teachers in the state of Tennessee. By prioritizing this investment, Mayor Cooper will significantly increase pay at all teaching levels, but also help remedy uncompetitive elements of the district’s historic teacher salary structure. The salary increase plan is based on a study by national compensation experts, Education Resource Strategies (ERS), in collaboration with the Mayor’s office, MNPS, and the [Nashville Public Education Foundation \(NPEF\)](#).

“Mayor Cooper and district leaders have been committed to increasing teacher salaries since day one, and everyone at the Nashville Public Education Foundation could not be more supportive of this much needed investment,” said **Katie Cour, President and CEO of the Nashville Public Education Foundation**. “Just as all students deserve to thrive in Nashville schools, so do teachers. We’re proud to have played a role in helping the Mayor and district leaders with this crucial decision that will impact so many professionals and families.”

The new salary structure is believed to be an important step in the right direction to help Nashville attract and retain great teachers and education professionals. The new planned scale provides increases for every teacher every year, with an average teacher salary increase of roughly \$7,000. The proposed increase affects all MNPS teachers, librarians, counselors, social workers, and other certificated, non-administrative positions. The new salary structure will go into effect July 1, 2021 pending Metro Council and School Board approval.

“A city that recognizes the value of its teachers and pays for their dedication will thrive,” said **Tony Heard, Infoworks Partner and Client Executive, and NPEF Board Vice-Chair**. “When I think back on all the teachers who inspired my three children as they made the journey to graduate from MNPS, I am excited to see our city committing real dollars for our educators, and proud that NPEF was able to support this critical investment decision.”

The compensation study was conducted by ERS and funded by NPEF. The results illustrated challenges of the district’s current salary system and highlighted related struggles with teacher attrition. Under Metro Schools’ current salary scale, it could take up to 15 years for a teacher to reach a living wage of \$60,000 and hundreds of teachers may not see salary increases from year to year.

“Increases in teacher pay allow teachers to stay in the classroom instead of pursuing higher-paying positions, leading to higher retention rates,” said **Cour.** “Higher teacher retention rates are significant contributors to effective and stable school cultures, leading to better student outcomes. And higher pay is a way for Nashville to publicly recognize and value the incredible work our teachers do every day on behalf of our students.”

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About the Nashville Public Education Foundation

The Nashville Public Education Foundation is a nonprofit organization that raises private funds to support teachers and leaders, champion successes, and dismantle inequities in Metro Nashville Public Schools. More information is available at nashvillepef.org.

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