SPRINGS PUBLIC SCHOOLS | TN
EMPOWER ACADEMY

Empower Academy, Springs **Tennessee Proposed ACE Pay** Rate 2026/2027				
Grade/Step	HS	AA	BA	BA+Cert
0	$15.00	$16.50	$17.50	$20.00
1	$15.60	$17.16	$18.20	$20.80
2	$16.22	$17.85	$18.93	$21.63
3	$16.87	$18.56	$19.69	$22.50
4	$17.55	$19.30	$20.47	$23.40
5	$18.25	$20.07	$21.29	$24.33
6*	$18.98	$20.88	$22.14	$25.31
7*	$19.74	$21.71	$23.03	$26.32
8*	$20.53	$22.58	$23.95	$27.37
9*	$21.35	$23.48	$24.91	$28.47
10*	$22.20	$24.42	$25.90	$29.60

* Only available to current California Springs' Employees