

Smith County Schools

2018-19 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
N/A	
Instructional Roles or Responsibilities	
N/A	
Performance	
Description	Smith County Schools differentiated pay for 2018-19 will be paid out in the fall of 2019 and will be based on the 2018-19 school year data. The overall Level of Effectiveness (LOE) generated for educators from TNCompass will have the following pay out scale: Level 3: \$200 Level 4: \$250 Level 5: \$300 Eligibility Requirements for the bonus: 1. Must be employed within the first 20 days of school. 2. If the employee leaves Smith County Schools due to job performance or is released from employment the employee will not receive the bonus.
Eligibility Criteria	Eligible Teachers: Tested teachers, Non-tested teachers, Portfolio teachers Eligibility Criteria: Level of Overall Effectiveness (LOE)
Compensation Type and Size	Level 3 - \$200 Level 4 - \$250 Level 5 - \$300
Reach	220
Estimated Cost	\$55,000
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Our current salary schedule allows for increases in steps for degrees. Advanced degrees include: Master's, Master's+30, Ed.S, and Doctorate.	
Other	
N/A	

*Education is not a differentiated pay element and does not count toward the mandated criteria.