

**Attachment 1: Overview of Alternative Salary Schedules**

<b>District</b>	<b>Performance Component</b>	<b>Advanced Degrees</b>	<b>Other Differentiated Elements</b>
<b>Putnam County</b>	<p>The district will transition from an alternative salary schedule approved in 2011 that provided percentage-based salary increases of 1-3% to a 60-step alternative schedule where each step is worth \$425.</p> <p>Educators who receive an Overall Level of Effectiveness of 3 will advance one step (\$425), a score of 4 will advance two steps (\$850), and a score of 5 will advance three steps (\$1275). Finally for those educators who receive an Overall Level of Effectiveness of 2, but have an individual observation score of 3.5 or higher will advance 0.5 steps (\$212.50).</p>	<p>The district provides a salary increase of \$1,000 for non-content related advanced degrees and an increase of \$2,500 for content related advanced degrees.</p>	<p>Teacher-leader roles</p> <p>Incentives for hard-to-staff subjects</p>
<b>Shelby County</b>	<p>In 2014-15 the district will provide a performance bonus based on evaluation scores; however, a base pay component based on performance is not yet included.</p> <p>The district is using the 2014-15 school year to begin the planning process for a formal compensation and career pathways that will incorporate performance incentives into base pay.</p>	<p>The district will provide additional compensation for advanced degrees in math and science.</p> <p>Advanced degrees that are not math and science content-specific degrees will not be compensated.</p>	<p>Teacher-leader roles</p> <p>Incentives for hard-to-staff schools</p>