

Smith County Schools

2019-20 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	<p>Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district will utilize 2018-19 performance data to pay out for the 2019-20 performance component.</p> <p>Bonus will be paid based on Level of Overall Effectiveness (LOE)</p> <ul style="list-style-type: none"> • LOE 3- \$200 • LOE 4- \$250 • LOE 5- \$300
Eligibility Criteria	<p>Eligible Teachers: Tested teachers, Non-tested teachers; Portfolio teachers; School administrators; Other instructional staff</p> <p>Eligibility Criteria: Level of overall effectiveness (LOE) Must be employed within the first 20 days of school, attendance must be 95% or better, must complete the year, and be in good standing.</p>
Compensation Type and Size	<p>Bonus will be paid based on Level of Overall Effectiveness (LOE)</p> <ul style="list-style-type: none"> • LOE 3- \$200 • LOE 4- \$250 • LOE 5- \$300
Reach	165
Estimated Cost	\$42,000
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Our salary schedule has step increases for advanced degrees. Advanced degrees include: MA, MA+30, EDS, and DR.	
Other	
N/A	

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