

Smith County School District 2021-22 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	The bonus will be based on the LOE generated from TNCompass and will have the following scale: <ul style="list-style-type: none"> Level 3- \$200 Level 4- \$250 Level 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) Teachers must be employed within first 20 days of schools, have good standing and complete school year, and have attendance of 95% or better to receive the bonus.</p>
Compensation Type and Size	Level 3- \$200 Level 4- \$250 Level 5- \$300
Reach	200
Estimated Cost	\$50,000
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
The districts pays educators on a step increase based upon degree and experience. The salary schedule includes lanes for BA, MA, MA+30, EDS, AND Ph.D.	
Other	
N/A	

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