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**Lincoln County Alternative Salary Schedule**

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**The Background:**

Tennessee was awarded a federal Teacher Incentive Fund (TIF) 4 grant in October 2012 to further to support implementation of strategic compensation initiatives. The state's winning application addressed two of the grant's competitive priorities by partnering with three rural local education authorities (LEAs) and committing to the implementation of alternative salary schedules.

One of the LEAs that has partnered with the department for TIF 4 is Lincoln County. Once the grant was awarded, Lincoln County began the process of developing an alternative salary schedule and recently finished the formation of their proposal. The proposal rewards effective and highly effective teachers and principals by making them eligible for salary increases and/or bonuses. New teachers and principals will be required to participate in the alternative salary schedule. Existing staff may choose whether or not to opt into the alternative salary schedule. The accompanying attachments include an overview of the elements of Lincoln County's compensation model and the actual alternative salary schedule.

Additionally, in September, Lincoln County's local board unanimously approved the alternative salary schedule. If approved by the State Board of Education, Lincoln County plans to implement the alternative salary schedule during the 2014-15 school year.

**The Recommendation:**

The Department of Education recommends adoption of this item on final reading. The SBE staff concurs with this recommendation.