

### Attachment 1: Overview of Alternative Salary Schedules

District	Performance Component	Advanced Degrees	Other Differentiated Elements
<b>Chester County</b>	<p>All educators are on a single-lane salary schedule with 75 steps, each worth \$350.</p> <p>Educators who receive a level of overall effectiveness (LOE) of 3 will advance one step (\$350), a score of 4 will advance two steps (\$700), and a score of 5 will advance three steps (\$1,050).</p>	<p>Educators completing an advanced degree will increase base pay by moving forward on the single-lane salary schedule. Educators must earn the advanced degree in a content-specific area or receive written approval.</p> <p>They will advance 4 steps (\$1,400) upon completion of the advanced degree.</p>	<p>Hard-to-staff incentives (high need/accountability areas)</p> <ul style="list-style-type: none"> <li>– Internal transfer/recruitment stipend</li> <li>– New teacher recruitment stipend</li> <li>– Retention stipend</li> <li>– Tuition reimbursement</li> </ul>
<b>Gibson Special School District</b>	<p>All educators are on a three-lane salary schedule (BA, MA, Ed.S./Ph.D.) with 30 steps.</p> <p>Educators who receive a level of overall effectiveness (LOE) of 3, 4, or 5 will advance one step on the salary schedule.</p> <p>Additional Performance Bonuses</p> <ul style="list-style-type: none"> <li>– Educators who receive a level of overall effectiveness (LOE) of 4 (\$300) or 5 (\$600) will be awarded a one-time bonus.</li> </ul>	<p>Educators completing an advanced degree will increase base pay by \$2,750, moving into the MA or Ed.S./Ph.D. on the lane salary schedule.</p> <p>To be eligible, the advanced degrees must positively impact student achievement (e.g., curriculum and instruction or in a content-specific area).</p>	<p>Hard-to-staff incentives</p> <ul style="list-style-type: none"> <li>– Stipend for speech language pathologist</li> </ul> <p>Instructional Roles and Responsibilities</p> <ul style="list-style-type: none"> <li>– Lead technology teachers</li> <li>– Lead teachers</li> </ul>
<b>Haywood County</b>	<p>All educators are on a single-lane salary schedule with 80 steps, each worth \$355.</p> <p>Educators who receive a level of overall effectiveness (LOE) of 3 will advance one step (\$355), a score of 4 will advance two steps (\$750), and a</p>	<p>Educators completing an advanced degree will increase base pay by moving forward on the single-lane salary schedule. Educators must earn the advanced degree in a content-specific area, and the degree must be job-related.</p>	<p>Hard-to-staff incentives</p> <ul style="list-style-type: none"> <li>– New teacher recruitment (base pay increase)</li> </ul> <p>Instructional Roles and Responsibilities</p> <ul style="list-style-type: none"> <li>– Teacher leaders</li> </ul>

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	score of 5 will advance three steps (\$1,065).	They will advance 8 steps (\$2840) upon completion of the advanced degree.	
<b>Kingsport City</b>	<p>All educators are on a single-lane salary schedule with 90 steps, each worth \$300.</p> <p>Educators who receive a level of overall effectiveness (LOE) of 3 will advance one step (\$300), a score of 4 will advance two steps (\$600), and a score of 5 will advance three steps (\$900).</p>	<p>Educators completing an advanced degree will increase base pay by moving forward on the single-lane salary schedule. Educators must earn the advanced degree in a content-specific area or receive written approval.</p> <p>Educators will advance 10 steps (\$3,000) for the first advanced degree; 5 steps (\$1,500) for the second advanced degree; 3 steps (\$900) for the third advanced degree.</p>	<p>Hard-to-staff incentives</p> <ul style="list-style-type: none"> <li>– Base pay increase for new speech/language pathologist</li> <li>– Student tuition waiver</li> <li>– New teacher recruitment stipend</li> </ul> <p>National Board certification</p>
<b>Lexington City</b>	<p>All educators are on a traditional salary schedule with three education lanes (BA, MA, Ed.S./Ph.D.) and 30 experience steps.</p> <p>Optional performance-based salary schedule (STRIVE – Successful Teacher Recognition Incentive for Valuing Excellence)</p> <ul style="list-style-type: none"> <li>– Highly effective educators have the opportunity to move onto the STRIVE performance-based salary schedule. Educators must receive at least a level of overall effectiveness (LOE) of 4 for three consecutive years to be</li> </ul>	<p>Educators completing an advanced degree will move into the appropriate lane on the salary schedule (MA: \$3,000; Ed.S./Ph.D.: \$2,500).</p>	<p>Hard-to-staff incentives</p> <ul style="list-style-type: none"> <li>– Base pay increase for psychologist and speech/language pathologist</li> </ul> <p>Instructional Roles and Responsibilities</p> <ul style="list-style-type: none"> <li>– Teacher leaders</li> </ul>

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eligible for STRIVE. Once educators are on STRIVE, base pay increases are determined by performance. Educators who receive a level of overall effectiveness (LOE) of 3 will earn \$350, a score of 4 will earn \$700, and a score of 5 will earn \$1,050. The salary cap for STRIVE is \$60,000.

**Additional Performance Bonuses**

- Educators with a level of overall effectiveness (LOE) of 3 or higher and meeting attendance requirements are eligible for the following bonus types:
  - individual TVAAS
  - grade level success rate
  - school level success rate
  - district TVAAS
- Bonuses range from \$100 - \$600 per category.

<p><b>Lincoln County</b></p>	<p>All educators are on a five-lane (Categories 1-5: BA, MA, MA+30, Ed.S., Ph.D.) salary schedule with 75 steps.</p> <p>Educators who receive a level of overall effectiveness (LOE) of 3, 4, or 5 will advance three steps (\$954) on the</p>	<p>Educators completing an advanced degree will move into the appropriate lane on the salary schedule (MA: \$3,309; MA+30: \$2,678; Ed.S.: \$928; Ph.D.: \$2,569).</p>	<p>Hard-to-staff incentives</p> <ul style="list-style-type: none"> <li>– New teacher recruitment stipend</li> </ul> <p>Instructional Roles and Responsibilities</p> <ul style="list-style-type: none"> <li>– Teacher leaders</li> </ul>
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	salary schedule. All other educators with a complete LOE will advance one step on the salary schedule (\$318).		
<b>Putnam County</b>	<p>All educators are placed into salary bands based on years of experience (up to 20 years of experience recognized).</p> <p>Educators who receive a level of overall effectiveness (LOE) of 3 will earn \$300, a score of 4 will earn \$700, and a score of 5 will earn \$900. Educators who receive a level of overall effectiveness (LOE) of 2 are eligible to earn \$250 provided that the educator’s observation score is 3.5 or higher.</p> <p>Sustained Success pathway</p> <ul style="list-style-type: none"> <li>– Every third year, educators are eligible to earn an additional base pay increase determined by the simple three-year average of the level of overall effectiveness (LOE). Sustained success increases range from \$125 to \$500.</li> </ul>	<p>Educators completing advanced degrees are eligible for up to \$5,000 in stipends for content-related and non-content-related degrees (including National Board certification).</p>	<p>Hard-to-staff incentives</p> <ul style="list-style-type: none"> <li>– New teacher recruitment stipend</li> <li>– Annual retention stipend</li> </ul> <p>Instructional Roles and Responsibilities</p> <ul style="list-style-type: none"> <li>– Instructional coaches</li> </ul> <p>Administrators and district staff are also part of a performance-based compensation plan.</p>
<b>Rhea County</b>	<p>All educators are on a three-lane salary schedule (BA, MA, Advanced) with 60 steps, each worth \$400.</p> <p>Educators with an average observation score of 3 will advance</p>	<p>Educators completing an advanced degree will move into the appropriate lane on the salary schedule (MA: \$3,000; Advanced: \$4,000).</p>	<p>Hard-to-staff incentives</p> <ul style="list-style-type: none"> <li>– New teacher recruitment stipend</li> </ul> <p>National Board certification</p>

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	<p>one step (\$400), a score of 4 will advance two steps (\$800), and a score of 5 will advance three steps (\$1,200). Teachers with individual TVAAS may choose use that score instead of the average observation score.</p>		
<b>Sequatchie County</b>	<p>All educators are on a single-lane salary schedule with 110 steps, each worth \$250.</p> <p>Educators who receive a level of overall effectiveness (LOE) of 3 will advance one step (\$250), a score of 4 will advance two steps (\$500), and a score of 5 will advance three steps (\$750).</p> <p>Additional Performance Bonuses (pending district board approval— Summer 2018)</p> <ul style="list-style-type: none"> <li>– Educators who receive an individual TVAAS score of 4 (\$250) or 5 (\$500) will be awarded a one-time bonus.</li> </ul>	<p>Educators completing an advanced degree will increase base pay by moving forward on the single-lane salary schedule. Educators must receive prior approval from the local board of education and Director of Schools.</p> <p>Educators will advance 10 steps (\$2,500) for the first advanced degree; 5 steps (\$1,250) for the second advanced degree; and 5 steps (\$1,250) for the third advanced degree.</p>	<p>Hard-to-staff incentives</p> <ul style="list-style-type: none"> <li>– Course work and PRAXIS reimbursement with prior approval</li> </ul> <p>Instructional Roles and Responsibilities</p> <ul style="list-style-type: none"> <li>– Subject area leaders</li> </ul> <p>National Board certification</p> <p>Administrator bonuses based on school-wide TVAAS</p>
<b>Trousdale County</b>	<p>All educators are placed into salary bands based on years of experience and education level (BA, Advanced).</p> <p>Educators’ base pay increase is determined by their level of overall effectiveness (LOE) calculated to the hundredths place. Percentage increases are added to the base using the table below:</p>	<p>Educators completing a Master’s degree are eligible for a one-time base pay increase.</p>	<p>Hard-to-staff incentives</p> <ul style="list-style-type: none"> <li>– Recruitment/retention annual stipend (special education, high school math, high school chemistry/physics, high school foreign language, high school English language arts)</li> </ul> <p>Instructional Roles and Responsibilities</p>

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LOE	% increase
< 2.99	0%
3.0 – 3.49	1.00%
3.5 – 3.99	1.45%
4.0 – 4.49	1.70%
4.5 – 4.74	1.95%
4.75 >	2.20%

- Grade level/department chairperson
- Instructional coaches

Administrator/district supervisor bonuses based on benchmarks

**Additional Performance Bonuses**

- Educators meeting attendance requirements are eligible for up to \$3,500 based on meeting school-wide benchmarks.
- Educators who receive individual TVAAS or portfolio scores of 4 (\$2,000) or 5 (\$3,000) are eligible for a one-time bonus.

<p><b>Wilson County</b></p>	<p>All educators are on a two-lane salary schedule (BA and Advanced). Base pay increases are determined by performance.</p> <p>Educators who receive a level of overall effectiveness (LOE) of 3 will earn \$400, a score of 4 will earn \$700, and a score of 5 will earn \$900. All other educators will receive an annual increase of \$200.</p>	<p>Educators earning an advanced degree are eligible to increase base pay by \$3,000.</p>	<p>Hard-to-staff incentives</p> <ul style="list-style-type: none"> <li>– Base pay increase for psychologist and speech/language pathologist</li> <li>– New teacher recruitment stipend for up to 3 years (secondary math, chemistry, physics, world languages, special education, English as a second language)</li> </ul> <p>Administrator base pay increases based on performance</p>
<p><b>Fentress County</b></p>	<p>Educators who receive a level of overall effectiveness (LOE) of 3 (\$300),</p>	<p>Educators will be eligible for additional compensation for advanced</p>	<p>Hard-to-staff incentives</p>

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	4 (\$400), or 5 (\$500) will be awarded a one-time bonus.	degrees if the degree is aligned to current duties. The district operates a five lane salary schedule recognizing BA, MA, MA+30/45, Ed.S., and Ph.D. degrees.	<ul style="list-style-type: none"> <li>– Retention stipend for up to three years based on individual TVAAS scores (secondary math/chemistry) and level of overall effectiveness (LOE) for foreign language</li> </ul>
<b>Hawkins County</b>	N/A	Educators will be eligible for additional compensation for advanced degrees if the degree is aligned to their duties, will result in an added endorsement, or is in supervision and administration or curriculum and instruction. The district operates a four-lane salary schedule recognizing BA, MA, Ed.S., and Ph.D. degrees.	Instructional roles and responsibilities <ul style="list-style-type: none"> <li>– Teacher leaders</li> </ul>
<b>Millington Municipal</b>	N/A	Educators are placed on a single-lane salary schedule that does not recognize advanced degrees. There are 18 experience steps worth \$900 each.	Hard-to-staff incentives <ul style="list-style-type: none"> <li>– New teacher recruitment stipend and retention stipend for level of overall effectiveness (LOE) of 4 or 5</li> </ul> Instructional roles and responsibilities <ul style="list-style-type: none"> <li>– Master teachers</li> <li>– Learning coaches</li> </ul>
<b>Union County</b>	N/A	Educators will be eligible for additional compensation for advanced degrees if the degree is aligned to their duties or subject area. The district operates a five-lane salary schedule recognizing BA, MA, MA+, Ed.S., and Ph.D. degrees.	Hard-to-staff incentives <ul style="list-style-type: none"> <li>– Retention stipend for secondary math</li> </ul> Instructional roles and responsibilities: <ul style="list-style-type: none"> <li>- Grade level curriculum coaches</li> <li>- Technology Leaders</li> </ul>