
LEA Alternative Salary Schedule

The Background:

The Strategic Compensation Policy 5.600 permits LEAs to meet the requirements of differentiated pay through the adoption of an alternative salary schedule approved by the State Board. The policy also establishes a validity period of up to three years for approved alternative salary schedules and requires districts to submit alternative salary schedules for re-approval every three years.

The following eleven districts are requesting re-approval to continue their performance-based alternative salary schedules that utilize level of overall effectiveness or observation score to determine base pay increases:

- Chester County
- Gibson Special School District
- Haywood County
- Kingsport City
- Lexington City
- Lincoln County
- Putnam County
- Rhea County
- Sequatchie County
- Trousdale County
- Wilson County

The following four districts are requesting re-approval for alternative salary schedules that provide specific criteria or require pre-approval for compensation for advanced degrees:

- Fentress County
- Hawkins County
- Millington Municipal
- Union County

The accompanying attachments include an overview of each district's proposed alternative salary schedule and differentiated pay components for State Board of Education approval. These salary schedules will go into effect in the 2018-19 school year.

The Recommendation:

The Department of Education recommends approval of this item on final reading. The SBE staff concurs with this recommendations.