

Attachment 1: Overview of Alternative Salary Schedules

District	Performance Component	Advanced Degrees	Other Differentiated Elements
Gibson Special School District	<p>All educators hired after July 2014 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"> – Educators who receive a level of overall effectiveness (LOE) of 4 (\$300) or 5 (\$600) will be awarded a one-time bonus. 	<p>Educators completing an advanced degree will increase base pay by moving into the MA (\$2,600) or Ed.S./Ph.D. (\$5,200) lane on the 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"> – Stipend for speech language pathologist <p>Instructional Roles and Responsibilities</p> <ul style="list-style-type: none"> – Lead technology teachers – Lead teachers
Johnson County	<p>All educators are on a single-lane salary schedule with step advancement for performance and advanced degree attainment up to 90 steps.</p> <p>Educators with a level of overall effectiveness (LOE) score of 3 will advance one step (~\$257), a score of 4 will advance two steps (~\$515), and a score of 5 will advance three steps (~\$773).</p> <p>New teachers to JCS with no prior teaching experience will utilize a defined schedule, moving forward one step per year, regardless of overall TEAM LOE level, unless their data moves them further on the scale.</p>	<p>Educators completing an advanced degree will increase base pay by gaining the following number of steps on the single lane schedule:</p> <ul style="list-style-type: none"> - 1st Advanced Degree: 16 steps - 2nd Advanced Degree: 18 steps - 3rd Advanced Degree: 20 steps <p>Administrators completing an Ed.S. degree will progress 6 steps and a Doctorate or Ph.D. degree will progress 12 steps.</p>	<p>Instructional Roles and Responsibilities</p> <ul style="list-style-type: none"> – Portfolio peer reviewers – New first-year teacher PLC leaders – School- level technology coaches – First- and second-year teacher mentors

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After year 3, teachers will fall into the single-lane schedule. New teachers to JCS who have previous teaching experience will fall into the single-lane schedule based on the teacher's salary placement chart.

JCS also has separate alternative salary schedules for administrators (assistant principals, principals, and supervisors). All administrators are on a single-lane salary schedule with step advancement for performance and advanced degree attainment up to 90 steps. Each step is worth \$515.

Assistant principals and principals will progress 3 steps for a TEAM LOE score of 5, 2 steps for a TEAM LOE score of 4, and 1 step for a TEAM LOE score of 3. Additionally, they may progress two steps for a school-wide TVAAS Math score of 5 and/or school-wide TVAAS ELA score of 5. They may progress one step for a school-wide TVAAS Math score of 4 and/or school-wide TVAAS ELA score of 4.

Supervisors will progress 3 steps for a performance contract score of exemplary and 2 steps for a performance contract score of above average. Additionally, they may progress two steps for a district-wide

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	TVAAS Math score of 5 and/or district-wide TVAAS ELA score of 5. They may progress one step for a district-wide TVAAS Math score of 4 and/or district-wide TVAAS ELA score of 4.		
Lincoln County	<p>All educators are on a five-lane salary (Categories 1-5: BA, MA, MA+30, Ed.S., Ph.D.) 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 salary schedule. Educators who receive a level of overall effectiveness (LOE) of 1 or 2 will advance one step (\$318) on the salary schedule.</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"> – New teacher recruitment stipend <p>Instructional Roles and Responsibilities</p> <ul style="list-style-type: none"> – Lead teachers
Putnam County	<p>All educators are placed into salary bands based on years of experience: Entry Level I: 0-5 years - \$39,794 Entry Level II: 6-10 years - \$42,514 Entry Level III: 11-15 years - \$44,780 Entry Level IV: 16+ years - \$47,045</p> <p>Educators who receive a level of overall effectiveness (LOE) of 3 will earn \$500, a score of 4 will earn \$625, and a score of 5 will earn \$750. Educators who receive a level of overall effectiveness (LOE) of 2 are eligible to earn \$250 by completing an individual professional improvement plan.</p>	<p>Educators completing advanced degrees are eligible for up to \$5,000 in stipends for content-related advanced degrees (\$2,500), non-content related advanced degrees (\$1,000), and National Board Certification (\$2,500).</p>	<p>Hard to staff incentives</p> <ul style="list-style-type: none"> – New teacher recruitment stipend – Annual retention stipend <p>Instructional Roles and Responsibilities</p> <ul style="list-style-type: none"> – Instructional coaches – Lead and school mentors

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	<p>Sustained Success Base Salary Increase</p> <ul style="list-style-type: none"> – Every third year, educators are eligible to earn an additional base pay increase determined by the simple three-year average level of overall effectiveness (LOE). An educator with an average of 3.5-3.99 will receive an additional step increase; 4.00-4.49 an additional two steps; and 4.50-5.00 an additional stage (4 steps). 		
Rhea County	<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 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 a higher individual TVAAS score may choose to use that score instead of the average observation score.</p>	<p>Educators completing an advanced degree will move into the appropriate lane on the salary schedule (MA: \$3,000, Ed.S./Ph.D.: \$4,000).</p> <p>Educators will be eligible for additional compensation for advanced degrees if the degree is aligned to duties or subject area. Educators must seek approval of the advanced degree from the HR department prior to enrolling in the program to be eligible for additional compensation.</p>	<p>Hard to staff incentives</p> <ul style="list-style-type: none"> – New teacher recruitment stipend
Sequatchie County	<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</p>	<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>Hard to staff incentives</p> <ul style="list-style-type: none"> – Course work and PRAXIS reimbursement with prior approval – \$1,000 signing bonus for secondary math or science

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will advance two steps (\$500), and a score of 5 will advance three steps (\$750).

Educators are also eligible to receive an additional one-time bonus based on individual TVAAS scores. Educators who receive an individual TVAAS score of 4 will receive \$250, and those with an individual TVAAS score of 5 will receive \$500.

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.

Instructional Roles and Responsibilities

- Grade level team leaders
- Subject area leaders
- Vertical team leaders

National Board Certification: \$1,000 upon passing the certification

Administrator bonuses based on school-wide TVAAS

Trousdale County

All educators are placed into salary bands based on years of experience and education level (BA, Advanced).

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:

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%

Additional Performance Bonuses

Educators completing a Master's degree are eligible for a one-time base pay increase.

Hard to staff incentives

- Recruitment/retention annual stipend (special education, high school math, high school chemistry/physics, high school foreign language, high school English language arts)

Instructional roles and responsibilities

- Grade level/department chairperson
- Instructional coaches

Administrator/district supervisor bonuses based on benchmarks

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	<ul style="list-style-type: none"> – Educators meeting attendance requirements are eligible for up to \$3,000 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. 		
Wilson County	<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 \$600, a score of 4 will earn \$900, and a score of 5 will earn \$1100. Educators who receive a level of overall effectiveness (LOE) of 1 or 2 will earn \$400.</p>	<p>Educators earning an advanced degree are eligible for a one-time base pay increase of \$3,000.</p>	<p>Hard to staff incentives</p> <ul style="list-style-type: none"> – Base pay increases for school psychologists and speech language pathologists – New teacher recruitment stipend (secondary math, chemistry, physics, world languages, special education, English as a second language) <p>Instructional roles and responsibilities</p> <ul style="list-style-type: none"> – Digital teacher leaders – Mentors – Portfolio reviewers – New teacher induction presenters <p>Administrator base pay increases based on performance</p>
Fentress County	<p>Educators who receive a level of overall effectiveness (LOE) of 3 (\$300), 4 (\$400), or 5 (\$500) will be awarded a one-time bonus.</p>	<p>Educators will be eligible for additional compensation for advanced 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.</p>	<p>Hard to staff incentives</p> <ul style="list-style-type: none"> – Retention stipend based on level of overall effectiveness (LOE) scores (secondary math, chemistry, foreign language). LOE of 3 receives \$1,000, LOE

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			of 4 receives \$1,500, and LOE of 5 receives \$2,000.
Hawkins County	N/A	Educators will be eligible for additional compensation for advanced degrees if the degree is aligned to the 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 BS, MA, Ed.S., and doctorate degrees. BS+30 and MA+45 steps have been phased out as of July 1, 2015, but employees having these certifications have been grandfathered in.	Instructional roles and responsibilities <ul style="list-style-type: none"> – Teacher leaders – Technology leaders – Testing coordinators
Millington Municipal	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. *The district is considering offering one-time advanced degree stipends, but this will not alter the structure of their salary schedule.	Hard to staff incentives <ul style="list-style-type: none"> – New teacher recruitment stipend for math, science, and foreign language Instructional roles and responsibilities <ul style="list-style-type: none"> – Master teachers – Learning coaches
Sweetwater City	N/A	Educators will be eligible for additional compensation for advanced degrees if the degree is aligned to current duties. The district operates a five-lane salary schedule recognizing BS, MA, MA+45, Ed.S., and doctorate degrees.	Hard to staff incentives <ul style="list-style-type: none"> – New teacher recruitment stipend for reading/language arts, math, and special education Instructional roles and responsibilities <ul style="list-style-type: none"> – Teacher leaders

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<p>Union County</p>	<p>N/A</p>	<p>Educators will be eligible for additional compensation for advanced degrees if the degree is aligned to duties or subject area. The district operates a four-lane salary schedule recognizing BA, MA, Ed.S., and Ph.D. degrees. Educators must seek approval of the advanced degree from the HR department prior to enrolling in the program to be eligible for additional compensation.</p>	<p>Hard to staff incentives</p> <ul style="list-style-type: none"> – Retention stipend for secondary math <p>Instructional roles and responsibilities</p> <ul style="list-style-type: none"> – Grade level curriculum coaches – Technology Leaders
<p>Jefferson County</p>	<p>All educators are on a three-lane salary schedule (BA, MA, Advanced) with 90 steps each worth \$300. Educators with an average observation score 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). Teachers with a higher individual TVAAS score may choose to use that score instead of the average observation score.</p> <p>New teachers to JCS with 0 years of experience will be placed on Step 0. Newly hired educators with experience will be placed on the salary scale by the Director of Schools in collaboration with the HR department, using the following formula:</p> <ul style="list-style-type: none"> - Degree and years of experience; - Previous observation data; - CTE-Industry Certification. 	<p>Educators will be eligible for additional compensation for advanced degrees if the degree is aligned to the duties, will result in an added endorsement, or is in supervision and administration or curriculum and instruction. Teachers pursuing an advanced degree must notify HR prior to beginning the program for approval of recognition. Degrees earned and reported to JCS by September 1 will be honored with a pay increase for the entire school year (\$4,000), and degrees earned and reported to JCS by January 1st will be paid out at 50% for the second half of the school year (\$2,000 raise awarded for spring semester and additional \$2,000 raise awarded beginning in the fall).</p>	<p>Instructional roles and responsibilities:</p> <ul style="list-style-type: none"> – Instructional coaches – Content specialists – Teacher mentor/evaluators – Teacher mentors

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