
Local Education Agency (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 established 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.

Eight districts are requesting re-approval to continue their performance-based alternative salary schedules that utilize level of overall effectiveness (LOE) or observation scores to determine base pay increases.

- Gibson Special School District
- Johnson County
- Lincoln County
- Putnam County
- Rhea County (utilizes observation score instead of LOE)
- Sequatchie County
- Trousdale County
- Wilson County

Five 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
- Sweetwater City
- Union County

One district is requesting a new approval for a performance-based alternative salary schedule that utilizes observation score or individual growth score to determine base pay increases.

- Jefferson 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.

The Recommendation:

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