

Overview of Alternative Salary Schedules

District	Performance Component	Advanced Degrees	Other Differentiated Elements
Jefferson County	<p>Eligible Teachers:</p> <ul style="list-style-type: none"> • Tested teachers • Non-tested teachers • Portfolio teachers • School administrators • Other instructional staff <p>Eligibility Criteria: Individual TVAAS or portfolio growth score Other: Teacher Observation Score Teachers receive performance pay based on individual observation score or individual TVAAS. Teachers receive the higher of the two scores.</p> <ul style="list-style-type: none"> • Evaluation Score of 3 - Advances 1 Step • Evaluation Score of 4 - Advances 2 Steps • Evaluation Score of 5 - Advances 3 Steps 	<p>Jefferson County recognizes the following advanced degrees:</p> <ul style="list-style-type: none"> • Master’s Degree • Educational Specialist Degree • Doctorate 	<p>Instructional Roles and Responsibilities</p> <ul style="list-style-type: none"> • Instructional Coaches • Content Specialists • Teacher Mentors
Rhea County	<p>Eligible Teachers:</p> <ul style="list-style-type: none"> • Tested teachers • Non-tested teachers • Portfolio teachers • School administrator <p>Eligibility Criteria: Individual TVAAS or portfolio growth score Other: Observation Score Teachers will move steps every year based on their own observation score:</p> <ul style="list-style-type: none"> • Teachers who score 1 or 2 will not move on the scale. 	<p>There are 3 separate ranges for advanced degree placements in the Rhea County Salary Plan</p> <ul style="list-style-type: none"> • Bachelor's Degree • Master's Degree- base step increase of \$3,000 • Advanced Degree- base step increase of \$4,000 for advancement from a Master’s Degree <p>There is a base step increase of \$5,000 for advancement from an Advanced Degree to a System Level Position in Rhea County.</p>	<p>Hard to Staff Incentives</p> <ul style="list-style-type: none"> • K-4 Special Education Teachers

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	<ul style="list-style-type: none"> Teachers who score a 3 will move 1 step. Teachers who score a 4 will move 2 steps. Teachers who score a 5 will move 3 steps. <p>Teachers who have their own TVAAS score may choose to use that score instead of evaluation score to be eligible for a pay increase.</p>		
Gibson County	<p>Eligible Teachers:</p> <ul style="list-style-type: none"> Tested teachers Non-tested teachers Portfolio teachers <p>Eligibility Criteria: LOE All certified teachers are eligible for this type of compensation that receive a LOE Score of 4 or 5.</p>	<p>An advanced degrees above a Masters receive:</p> <ul style="list-style-type: none"> Educational Specialist Degree \$2,600 Doctorate: \$2,600 <p>In order to receive the degree advancement, it must be a degree that will impact achievement in a positive way. That could include additional degrees in their content area or in curriculum and instruction.</p>	<p>Instructional Roles and Responsibilities</p> <ul style="list-style-type: none"> Lead Teachers Lead Technology Teachers
Johnson County	<p>Annual base pay increase is determined using Level of Overall Effectiveness (LOE). Teachers may progress forward on the single-lane pay schedule based on overall evaluation TEAM performance. Annual base pay increase is determined using Level of Overall Effectiveness (LOE).</p> <p>Administrators may progress forward on the single-lane pay schedule based on overall</p>	<p>Teacher:</p> <ul style="list-style-type: none"> 1st advanced degree = increase of 16 steps 2nd advanced degree = increase of 18 steps 3rd advanced degree = increase of 20 steps <p>Administrator:</p> <ul style="list-style-type: none"> Educational Specialist degree = increase of 6 steps Doctorate or PhD degree = increase of 12 steps 	<p>Instructional Roles or Responsibilities</p> <ul style="list-style-type: none"> Teacher Leaders to score Pre-K-1st grade portfolios First Year Teacher PLCs Mentors for 1st and 2nd year teachers

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	<p>evaluation TEAM performance and TVAAS growth in ELA and Math.</p> <p>Eligible Teachers: Tested teachers Portfolio teachers Non-Tested School administrators</p> <p>Eligibility Criteria:</p> <ul style="list-style-type: none"> • Level of overall effectiveness (LOE) • School-level TVAAS • District-level TVAAS 		
<p>Lincoln County</p>	<p>The district will incorporate a salary schedule that uses evaluation criteria to determine base pay increases.</p> <p>Teachers who receive an LOE of:</p> <ul style="list-style-type: none"> • 1 or 2 will receive one step on the pay scale. • 3, 4 or 5 will receive three steps on the pay scale. 	<p>The salary schedule has 5 categories that are used to identify advance degrees ranging from Bachelor degree to Doctorate</p>	<p>Hard to Staff</p> <ul style="list-style-type: none"> • 9-12 Math • 9-12 Science • 9-12 Special Education <p>Instructional Role or Responsibilities</p> <ul style="list-style-type: none"> • K-2 Literacy Lead • Math Content and Professional Development Lead • Technology Lead • Mentors for 1st-5th year teachers
<p>Sequatchie County</p>	<p>Performance Bonus based on TVAAS School-wide scores of 3, 4 and 5 for Principals and Assistant Principals</p> <p>Step increases are added to the base pay for teachers on the</p>	<p>Advancing degrees attainment is as follows: 1st Advanced Degree: moves 10 steps. 2nd + Advanced Degree: moves 5 steps.</p>	<p>Hard to Staff</p> <ul style="list-style-type: none"> • Math (9-12) • Science (9-12) • Special Education (K-12) <p>Instructional Roles or Responsibilities</p> <ul style="list-style-type: none"> • Grade Level Leaders

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	<p>alternative pay salary schedule and are awarded based on LOE scores and individual TVAAS or portfolio growth scores.</p> <ul style="list-style-type: none">• Level 3: 1 step• Level 4: 2 steps• Level 5: 3 steps		<ul style="list-style-type: none">• Subjects Area Leaders
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