

LEA Alternative Salary Schedules

The Background:

State Board of Education guidance permits LEAs to meet the requirements of differentiated pay plans through the adoption of an alternative salary schedule and approval by the State Board.

Three LEAs have chosen to propose an alternative salary schedule along with their differentiated pay plans:

- Bartlett City Schools
- Lakeland Municipal
- Millington Municipal

In all three LEAs, the districts have consolidated the previous salary schedule from five education lanes to one education lane for any newly hired teacher. Newly hired teachers will be required to participate in the alternative salary schedule.

In Bartlett City Schools and Millington Municipal Schools, the proposed plans limit advanced degree payments to district-designated hard-to-staff positions as determined annually by the district.

The accompanying attachment includes an overview of each LEA's proposed alternative salary schedule for State Board of Education approval.

The Fiscal Analysis Impact:

This item has no financial impact on an LEA.

The Recommendation:

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