

Attachment 1: Overview of Alternative Salary Schedule

| District | Performance Component | Advanced Degrees | Other Differentiated Elements |
|----------------|--|---|---|
| Johnson County | <p>The district will move all educators to a single lane salary schedule with 90 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 will advance two steps (\$500), and a score of 5 will advance three steps (\$750).</p> | <p>Educators completing an advanced degree will increase their base pay by moving forward on the single-lane salary schedule.</p> <p>They will advance 16 steps (\$4,000) for the first advanced degree; 14 steps (\$3,500) for the second advanced degree; 12 steps (\$3,000) for the third advanced degree.</p> | <p>Hard to staff incentives</p> <p>Instructional roles and responsibilities</p> |