

## Smith County Schools

### 2020-21 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
N/A	
Instructional Roles or Responsibilities	
N/A	
Performance	
<b>Description</b>	The performance bonus will be based on LOE: Level 3: \$200 Level 4: \$250 Level 5: \$300
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers; Non-tested teachers; Portfolio teachers; School administrators; Other instructional staff <b>Eligibility Criteria:</b> Level of overall effectiveness (LOE) 1. Employed within the first 20 days of school. 2. Attendance is 95% or better. 3. Employee must complete the school year and be in good standing.
<b>Compensation Type and Size</b>	Level 3: \$200 Level 4: \$250 Level 5: \$300
<b>Reach</b>	150
<b>Estimated Cost</b>	\$40,000
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
They advance along a step scale based on degree and experience. The salary schedule recognizes degrees from Bachelor's to Doctoral.	
Other	
N/A	

\*Education is not a differentiated pay element and does not count toward the mandated criteria.