

Smith County 2022-23 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	
Description	Based on LOE.
Eligibility Criteria	Eligible Teachers: Tested teachers Non-tested teachers Portfolio teachers School administrators Other instructional staff Eligibility Criteria: Level of overall effectiveness (LOE) Attendance must be 95% or better and employee must be employed during first 20 days of school and must complete the year in good standing.
Compensation Type and Size	Level 3 \$200 Level 4 \$250 Level 5 \$300
Reach	215
Estimated Cost	\$55,000
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Step increases for MA, MA+45, ED.D, and Ph.D. This should be included in average salary for state recording and not stop at MA. We pay alot of advanced degrees.	
Other	