

Attachment 1: Overview of Alternative Salary Schedules

| District | Performance Component | Advanced Degrees | Other Differentiated Elements |
|--|--|---|--|
| Fentress County | <p>Educators must have an evaluation composite score of 3, 4, or 5 to earn a step increase. Composite scores of 1 or 2 will not earn a step.</p> <p>Educators with a 3, 4 or 5 will advance one step on the salary schedule and be eligible for an additional bonus of approximately \$200, \$225, or \$250.</p> | <p>The district will maintain five degree lanes; however, salary increases will only be awarded for advanced degrees that are aligned to educators' current duties.</p> | <p>Recruitment bonus for hard-to-staff subjects.</p> <p>Teacher-leader roles</p> |
| Gibson County Special School District | <p>Educators must have an evaluation composite score of 3, 4, or 5 to earn a step increase. Composite scores of 1 or 2 will not earn a step.</p> <p>Educators with a 4 or 5 will also be eligible for an additional bonus of approximately \$300 and \$600.</p> | <p>For new hires the district will have four lanes for education: BS, Masters, Ed.S., and Ed.D. Each additional degree will result in a salary increase of \$2500.</p> <p>Degrees must demonstrate that they that will impact student achievement in a positive way, such as those content area or curriculum and instruction degrees. Ed.S. and Ed.D. credit must involve research that will be a benefit to the district.</p> | <p>Teacher-leader roles</p> |
| Kingsport City Schools | <p>The district will move all educators to a single lane salary schedule with 90 steps each worth \$250.</p> <p>Educators who receive an evaluation composite score of 3</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 10 steps</p> | <p>Hard-to-staff incentives</p> <p>Teacher-leader roles</p> |

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| | will advance one step (\$250), a score of 4 will advance two steps (\$500), and a score of 5 will advance three steps (\$750). | (\$2500) for the first advanced degree; 5 steps (\$1250) for the second advanced degree; 3 steps (\$750) for the third advanced degree. | |
| Rutherford County | <p>Educators with Level 3, 4, or 5 evaluation composite scores will advance one step on the salary schedule. Teachers with composite scores of 1 and 2 will not advance to the next step.</p> <p>The annual step increases received by teachers with a score of 3 or higher range from step 11 range from \$90 at the lowest to \$2,500 for step 6.</p> | <p>The district will have three advanced degree lanes for current and new teachers: BS, MA, and Ed.S./Ed.D./Other Doctorates.</p> <p>Teachers currently placed in lanes for MA+30, Ed.S., and Ed.D. will be grandfathered into the schedule.</p> | <p>Hard-to-staff incentives</p> <p>Teacher-leader roles</p> |
| Wilson County | <p>Educators will earn salary increases based on performance.</p> <p>Educators who have a minimum individual growth score (TVAAS) of 3 will earn the following raises based on their evaluation composite scores:</p> <ul style="list-style-type: none"> - Level 3 = \$250 - Level 4 = \$500 - Level 5 = \$750 <p>Educators who receive a Level 1 or 2 composite or individual growth score (TVAAS) will not earn a raise.</p> | <p>The district will no longer increase pay for advanced degrees.</p> <p>Educators currently enrolled in a program will receive an increase if they complete their program by June 2016.</p> | <p>Hard-to-staff base pay differential of \$3000</p> <p>Teacher-leader roles</p> |