
Local Education Agency (LEA) Alternative Salary Schedule

The Background:

State Board Strategic Compensation Policy 5.600 permits LEAs to meet the requirements of differentiated pay through the adoption of an alternative salary schedule approved by the State Board. While all districts are required to submit differentiated pay plans to the Department of Education, districts are also permitted to develop and submit alternative salary schedules to the Commissioner and State Board of Education for approval. Alternative salary schedules may differ from the state minimum in three ways: (1) they may not meet the state minimum for each step and lane on the salary schedule, (2) they may not recognize all bachelor and master's degrees, and/or (3) they may award base pay increases using a criteria other than education and experience level, such as performance.

Districts are required to submit alternative salary schedules for re-approval every three years. However, Policy 5.600 states that if substantive changes are proposed during the three (3) year approval cycle, the district must contact the department to determine whether State Board consideration and approval is necessary.

Two (2) districts have proposed substantive changes to their currently approved alternative salary schedules, and the department has determined that State Board consideration of these changes is required. The following districts had alternative salary schedules approved in May 2018 but are now proposing changes to their previously approved alternative salary schedules:

- Chester County
- Kingsport City

Specifically, these districts have chosen to move away from performance-based base pay increases. Although both districts' proposed alternative salary schedules meet the minimum for each step and lane on the state minimum salary schedule, the proposed salary schedules do not recognize all bachelor and master's degrees in the same way as the state minimum. Therefore, both districts must submit revised alternative salary schedules to the department and board for approval.

The accompanying attachment includes an overview of each district's proposed alternative salary schedule.

The Recommendation:

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