
Local Education Agencies (LEA) Alternative Salary Schedules

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.

Alternative salary schedules may differ from the state minimum salary schedule 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's and master's degrees; and/or
- 3) They may award base pay increases using 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-year approval cycle, the district must contact the Tennessee Department of Education to determine whether State Board consideration and approval is necessary.

Four districts are seeking reapproval of their alternative salary schedules with no changes.

1. Gibson County Special School District

- Allows teachers that receive a Level of Overall Effectiveness (LOE) score of a three, four, or five to move forward one additional step on the salary schedule.
- Teachers that receive a LOE score of one or two will stay at their current step.

2. Johnson County

- Allows for annual base pay increases determined by an educator's LOE score.
- Teachers may progress forward on the single-lane pay schedule with steps based on overall evaluation TEAM performance.
 - Teachers receiving an LOE score of five move forward three pay steps; teachers meeting an LOE score of four move forward two pay steps; teachers meeting an LOE of three move forward one pay step.
 - Administrators may progress forward on the single-lane pay schedule based on overall evaluation TEAM performance and TVAAS growth in ELA and Math.

3. Lincoln County

- Allows evaluation criteria to determine base pay increases.
 - Teachers who meet an LOE of one or two will receive one additional step on the pay scale.
 - Teachers who meet an LOE of three, four, or five will receive three additional steps on the pay scale.

4. Sequatchie County

- Allows for an annual base pay increase determined by LOE and Individual TVAAS or Student Growth Portfolio score.
- Teachers who meet level three move one step; teachers who meet level four move two steps; teachers who meet level five moves three steps.

Two districts are seeking reapproval with revisions.

1. Jefferson County

- The previous plan allowed teachers to advance one additional step for their observation or individual growth score of three, two steps for a four, or three steps for a five.
- The district is proposing to change the entering step for a teacher with no experience from step eight to step 15, increasing the starting salary for a teacher with a bachelor's degree from \$42,400 to \$44,500.

2. Rhea County

- The previous plan provided annual base pay increases based on evaluation criteria for teachers.
- The district proposes to change the increments for salary increase for master's degree to \$3,000, advanced degrees to \$4,000, and system-wide positions to \$5,000.

The Fiscal Analysis Impact:

T.C.A. § 49-1-212 requires that the Department prepare a fiscal analysis of any policy, rule, or regulation proposed to the State Board of Education. Because LEAs have requested approval of these salary schedules, it is assumed that LEAs have planned for any potential financial impact as a result of approval.

Connection to the [Master Plan](#):

This item supports the State Board's strategic focus on Teachers and Leader's outlined in the Master Plan by allowing districts to use alternative salary schedules to aid in the retention and recruitment of educators.

The Recommendation:

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