
Local Education Agency (LEA) Alternative Salary Schedule

The Background:

T.C.A. § 49-3-306 permits LEAs to submit an alternative salary schedule for approval by the State Board of Education. This item presents an alternative salary schedule proposed by Johnson County Schools.

Johnson County Schools is proposing an alternative salary schedule that uses performance as a criteria for salary increases. The proposed single lane salary schedule contains ninety steps worth \$250 each. Step increases will be based on an educator's level of overall effectiveness (LOE): LOE of 3 advances 1 step (\$250), LOE of 4 advances 2 steps (\$500), and LOE of 5 advances 3 steps (\$750). Educators can receive additional compensation for completing advanced degrees that are aligned to district priority areas: the first advanced degree receives 16 steps (\$4,000), the second advanced degree receives 14 steps (\$3,500), and the third advanced degree receives 12 steps (\$3,000).

All teachers will be participating in the alternative salary schedule beginning in the 2017-18 school year. Johnson County Schools will continue to offer incentives for hard to staff positions as well as instructional roles and responsibilities. The accompanying attachment includes an overview of Johnson County's proposed alternative salary schedule for State Board of Education approval.

The Fiscal Analysis Impact:

T.C.A. § 49-1-212 requires that the Department of Education prepare a fiscal analysis of any policy, rule, or regulation proposed to the State Board of Education.

The Recommendation:

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