

**LEA Alternative Salary Schedules**

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**The Background:**

The differentiated pay plan policy revised in June 2013 states that in order to fulfill the policy requirements, local education agencies (LEAs) may apply to the State Board of Education for approval of an alternative salary schedule. Five LEAs have chosen to propose alternative salary schedules as their differentiated pay plans:

- Fentress County
- Gibson County Special School District
- Kingsport City Schools
- Rutherford County
- Wilson County

The proposals reward effective and highly effective educators by making them eligible for salary increases. In each of the five LEAs, all staff will be required to participate in the alternative salary schedule. The accompanying attachment includes an overview of each LEA's proposed alternative salary schedule for State Board of Education approval.

**The Recommendation:**

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