

Attachment 1: Overview of Alternative Salary Schedules

District	Performance Component	Advanced Degrees	Other Differentiated Elements
Rhea County	<p>The district will move all educators to a new four lane, 60 step salary schedule. Salary increases will be determined by the average observation score. Educators who have their own TVAAS score may use that score instead of the observation score.</p> <p>Educators who receive an average observation score of 3 will advance one step (\$400), a score of 4 will advance two steps (\$800), and a score of 5 will advance three steps (\$1200).</p>	<p>The district will consolidate its salary schedule to include four degree lanes: BA, MA, Ed.S., and Doctoral.</p>	<p>Signing and retention bonus for hard-to-staff subjects</p> <p>Teacher-leader roles</p>
Sequatchie County	<p>The district will move all educators to a new five lane, 75 step salary schedule. Teachers with individual TVAAS data may choose either their growth or achievement score to determine their base pay increase. Teachers without individual TVAAS data will choose between the school-wide composite, numeracy, or literacy scores.</p> <p>Educators who receive a 3 will advance one step (\$250), a score of 4 will advance two steps (\$500), and a score of 5 will advance three steps (\$750).</p>	<p>The district will continue to recognize five degree lanes in its salary schedule.</p>	<p>Reimbursement for completing coursework in hard-to-staff subject areas</p> <p>Teacher-leader roles</p>