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### LEA Alternative Salary Schedules

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#### **The Background:**

State Board of Education guidance permits LEAs to meet the requirements of differentiated pay plans through the adoption of an alternative salary schedule and approval by the State Board.

Two additional LEAs have chosen to propose an alternative salary schedule along with their differentiated pay plans:

- Hawkins County Schools
- Union County Schools

Both districts will continue to offer compensation for advanced degrees as long as the advanced degree is aligned to the educator's current duties. Existing employees will have until July 1, 2016 to complete an advanced degree program and be grandfathered in under the previous policy. Additionally, Hawkins County will eliminate the education lanes for Bachelors +30 hours and Masters +45 hours and move to a salary schedule that contains four education lanes (Bachelors, Masters, EdS, and Doctorate). Any existing employees with those advanced coursework will be grandfathered in.

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.