

**Attachment 1: Overview of Alternative Salary Schedules**

<b>District</b>	<b>Performance Component</b>	<b>Advanced Degrees</b>	<b>Other Differentiated Elements</b>
<b>Shelby County</b>	<p>The district is moving to a single lane salary schedule to place new teachers. New and current teachers are eligible for base pay increases based on their TEM score:</p> <p>Level 5: \$1,500            Level 4: \$1,000            Level 3: \$750            Level 2: \$0            Level 1: \$0</p> <p>Teachers who have reached the \$73,000 salary maximum are eligible for a performance bonus based on their TEM score:</p> <p>Level 5: \$1,500            Level 4: \$1,000</p> <p>Experienced new hires who have a history of Level 5 performance for the previous two consecutive years prior to hire are eligible for an award of up to two \$1,500 bonuses, distributed over a two-year period.</p>	<p>Educators who hold a job-related advanced degree and have not received any salary increases or credit for an advanced degree will be eligible for a stipend, based on performance. The stipend is \$1,250 each year for up to four years; the educator must earn a TEM Level 4 or 5 in order to earn the \$1,250 each year.</p>	<p>Hard to staff incentive</p> <ul style="list-style-type: none"> <li>- Special Education</li> <li>- Secondary Math</li> <li>- Secondary Science</li> </ul> <p>Relocation reimbursement</p> <p>iZone School incentives            Critical Focus School incentives</p>