



2023-24 Differentiated Pay Plan Submission

District Name SMITH COUNTY--800

Hard-to-Staff Schools, Subjects, and/or Grades

Is your district implementing a Hard-to-Staff component for the 2023-24 school year? No

Instructional Roles and Responsibilities

Is your district implementing instructional roles and/or responsibilities for the 2023-24 school year? No

Performance

Is your district implementing a performance based bonus for the 2023-24 school year? Yes

Which teachers are eligible for the Performance Bonus component? Tested teachers
Non-tested teachers
Portfolio teachers
School administrators

Which performance criteria are required to receive this bonus component? Level of overall effectiveness (LOE)

Provide any additional details about the performance criteria: Level 3 - \$200
Level 4 - \$250
Level 5 - \$300

What is the amount of compensation per performance criteria? Level 3 - \$200
Level 4 - \$250
Level 5 - \$300

Estimate the number of teachers that will receive performance bonuses in 2023-24: 210

Estimate the total district cost of the Performance Bonus component: \$55,000.00

Alternative Salary Schedule

Is your district implementing an alternative salary schedule?

No

2023-24 Salary Schedule

Describe how educators are compensated for earning advanced degrees in your district:

We do a step level pay scale.