



Department of
Education

2023-24 Differentiated Pay Plan Submission

District Name	SMITH COUNTY--800
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Hard-to-Staff Schools, Subjects, and/or Grades

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

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

Is your district implementing a performance based bonus for the 2023-24 school year?	Yes
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Which teachers are eligible for the Performance Bonus component?	Tested teachers Non-tested teachers Portfolio teachers School administrators
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Which performance criteria are required to receive this bonus component?	Level of overall effectiveness (LOE)
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Provide any additional details about the performance criteria:	Level 3 - \$200 Level 4 - \$250 Level 5 - \$300
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What is the amount of compensation per performance criteria?	Level 3 - \$200 Level 4 - \$250 Level 5 - \$300
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Estimate the number of teachers that will receive performance bonuses in 2023-24:	210
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Estimate the total district cost of the Performance Bonus component:	\$55,000.00
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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.