

Obion County Schools

2019-20 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)

N/A

Instructional Roles or Responsibilities

Description	Obion County will continue to implement the Teacher Leaders initiative by providing competitively selected educators to serve in the capacity of school site technology and site public relations lead teachers. One RTI, Data, and Public Relations Lead Teacher will be funded for district-wide service. The differentiated pay structure will also be used to compensate 7 school site technology lead teachers and 7 public relations lead teachers. Additional teacher leader positions are being funded through alternate revenue sources (Literacy and math lead teachers, RTI lead teachers, portfolio review lead teachers). Number of Unique Roles: 5 or more
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Eligibility Criteria	Level of overall effectiveness (LOE); Application process, writing sample
Compensation Type and Size	\$20,000 plus benefits (\$23,656) will be the compensation for the district-wide role. Each of the technology teacher leader site based roles will be compensated at \$2,500 per role (\$2,957 with benefits for 7 positions). The Public relations lead teachers will receive \$1,200 each (seven individuals at \$1,420 with benefits).
Reach	15
Estimated Cost	\$54,295

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Advanced degrees (MA, MA+30, EDS, DR) are calculated into the salary schedule in addition to the experience incremental increases.

Other

N/A

*Education is not a differentiated pay element and does not count toward the mandated criteria.