

## Overton 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

Overton Counties Instructional Facilitators who are district-wide and each of them serve teachers in Language Arts, Math, and Science/Social Studies grades K-8 and Language Arts grades 9-12. The facilitators' primary duties are to provide high-quality professional development for the county with the primary focus on ELA and math, model best practice lessons for classroom teachers, create and provide supplemental resources which align with the curriculum, and mentor and assist the district's leveled teachers who have teacher support plans.

Overton Counties RTI/Data staff are district-wide and serve grade bands K-4, 5-8, and 9-12. The Response to Intervention (RTI) /Data Staffs primary duties include: supporting and training each of the schools in all district wide/school data; the maintenance and utilization of student data to help teachers identify and group children needing additional support; assistance to teachers in developing and implementing appropriate interventions to close achievement gaps; providing professional development; assisting and facilitating data meetings and PLCs at designated schools and facilitation of the Student Support Team (SST) process at each school. They will help to ensure that Federal Programs and RTI (and all other components of Federal) are handled at the district level with fidelity.

**Number of Unique Roles:** 2

##### Eligibility Criteria

Certified in content/grade area; Years of experience

##### Compensation Type and Size

\$1,000 per person

##### Reach

6

##### Estimated Cost

\$6,000

#### Performance

N/A

#### Alternative Salary Schedule

**Is the district implementing an alternative salary schedule?** No

#### Education\*

Overton County acknowledges any degree above a BS. We pay additional for a MA, MA30, Ed.S., Doctorate.

#### Other

Overton County acknowledges and compensates for National Board Certification upon continuance of certification annually at \$2,500 per year.

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