

## Obion County Schools

### 2018-19 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/Leader initiative by providing competitively selected educators to serve in the capacity of school site literacy specialists, math specialists, RTI specialists, and technology specialists. Differentiated Pay funds will be utilized to compensate 13 total positions--2 high school RTI specialists, 2 high school literacy specialists, 2 high school math specialists, and 7 school site technology specialists. There will also be a district coordinator with responsibilities as data coach, RTI director, and technology coordinator. This individual will work with school site educational assistants, educators, and administrators to provide materials, resources, and assistance aimed at improving student achievement. He will also provide professional development throughout the school year. Additional Teacher/Leader positions are being funded through alternate revenue sources. Additional stipends will be paid to three educators to facilitate the creation and review of portfolios required by the state department. In addition, the district intends to compensate individuals to promote achievement at each school by positively portraying our events/accomplishments/innovations to stakeholders.

**Number of Unique Roles:** 5 or more

##### Eligibility Criteria

Level of Overall Effectiveness (LOE), Certified in content/grade area  
The selection process is a competitive process and includes an interview and administrative recommendation. Applicants must submit a written statement of interest, which will be evaluated by the Teacher/Leader committee.

##### Compensation Type and Size

\$20,000 plus benefits (totaling \$23,622) for the data coach/RTI director/technology coordinator; \$2,500 plus benefits for the Teacher/Leaders (which amounts to \$2,953 for each of 13 individuals, totaling \$38,386); \$500 each plus benefits for 3 portfolio teachers (totaling \$1,772); and \$1,200 stipends plus benefits for 7 individuals (totaling \$9,922) for promotional compensation.

##### Reach

24

##### Estimated Cost

\$76,655

#### Performance

N/A

#### Alternative Salary Schedule

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

**Education\***

Advanced degrees are calculated into the salary schedule in addition to the experience increment increases. Advanced degrees include: Master's, Master's+30, Education Specialist, and Doctorate.

**Other**

**N/A**

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