

Overton County Schools

2020-21 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	We have 9 Teacher Leaders that mentor teachers. In particular, mentors serve new teachers and teachers in need of assistance a reach a level three. Number of Unique Roles: 1
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Attendance minimum (i.e., miss no more than 12 days); Years of experience
Compensation Type and Size	Each teacher makes an additional \$1,000.00 plus benefits.
Reach	9
Estimated Cost	\$11,800
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Out district provides compensation for any advanced degrees earned (MA, MA+30, EDS, & DOC).	
Other	
Speech therapist receives additional compensation.	

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