

OBION COUNTY					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)	<i>n/a</i> <i>Certified applicants the past two years have eliminated the need to identify areas as "hard to staff."</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Performance	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Additional Instructional Roles or Responsibilities	Teacher/Leader Program Four employees participated in the year-long Teacher/Leader training this past year in Gallatin (Supervisor, Principal, Asst. Principal and Interventionist). Based on their experiences and data they collected by conducting school site surveys identifying school and system needs, we have decided to implement a Teacher/Leader Program in	System Data Coach/Tech Coordinator /RTI specialist: \$20,000-portion of overall salary 7-school website mgrs. \$1200 each/\$9802 total-stipend 5-school tech. coaches \$1200 each/\$7002 total-stipend	All teachers were given the opportunity to apply for the Teacher/Leader appointments. It is estimated that 38 educators will receive this award.	\$56,084	Less than 1%

	<p>Obion County. Using Title funds and Differentiated Pay funds we will provide stipends for various system and school site duties/responsibilities. The total initiative is funded at \$205,000. It includes the addition of a system-wide Data coach/RTI specialist/Tech. coordinator position, continuing usage of a new-teacher mentor/instructional leader, 15 RTI leaders, 16 Instructional Leaders in Math and Literacy, and 5 technology leaders distributed throughout the seven educational sites in the district. The new program was rolled out to all system employees and those interested were asked to submit an extensive application including references. The selection was competitive and outside evaluators were utilized to maintain the objectivity of the process. Those selected to serve in these positions will assist other teachers at their site and also provide monthly after school PD opportunities for system employees. Their overall effectiveness will be monitored by their building administration, the four system Teacher/Leader Coordinators, and the system supervisors on a regular basis. We will also request feedback from the educators at the school sites to determine the effectiveness and impact of the initiative. There will be a formal evaluation meeting following the first and second semesters. Any areas of concern will be discussed and expectations for improvement will be detailed and documented.</p>	<p>2-(9-12) RTI Leaders \$2920 each/\$5840 total-stipend</p> <p>2-(9-12) Instructional Leader (Literacy Focus) \$2920 each/\$5840 total-stipend</p> <p>1-(3-8) Instructional Leader (Literacy Focus) \$2920-stipend</p> <p>1-(3-8) Instructional Leader (Math Focus) \$2920-stipend</p> <p>2-system website mgrs.</p>			
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Education*	Prospective Administrator Training Monthly PD sessions providing prospective administrative candidates essential knowledge and skills necessary for successful transition from the classroom to leadership roles within the system. All current employees possessing either the administrative degree or endorsement are eligible to attend as well as any current employees pursuing an administrative degree and/or endorsement. A total of twelve 2 hour sessions will be offered with topics including school finance, school law, school board policy, employee supervision, employee evaluations, school site maintenance, school budgets, and other pertinent issues. Current school system supervisors and administrators will be utilized as presenters as well as outside resources. Individuals must attend a minimum of 75% of all scheduled offerings in order to be eligible to receive the stipend.	Compensation will be awarded as a stipend to all participants who attend a minimum of 75% of all scheduled (12) offerings. The stipend will be calculated based on the number of employees participating and the total number of PD sessions attended (shares). Any fees necessary to secure outside resources will be subtracted from the initial \$8,000 budgeted amount.		\$8,000	Less than 1%
Experience*	<i>n/a included in the salary schedule</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Other					

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*