

OBION COUNTY--660					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is 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?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	Obion County Schools 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-HS RTI	Level of Overall Effectiveness (LOE) Certified in content/grade area The selection process will be competitive and include an interview phase as well as required submission of a written component which will be evaluated.	\$2,917.25 for each of the teacher/leaders (13 total = \$37,924.25) \$20,000 for System wide Data Coach, RTI Director, Technology Coordinator	40	\$65,000

	<p>specialists, 2-HS Literacy Specialists, 2-HS Math Specialists, and 7 School Site Technology Specialists). They will also provide professional development throughout the school year. We are in year two of the Larry Bell Initiative and the Teacher/Leaders will receive customized professional development from Mr. Bell throughout the school year. Additional Teacher/Leader positions are being funded through alternate revenue sources. Additional stipends will be paid to three educators to build digital courses for Personal Finance, Economics and American Government. These courses will be available for students to take beginning in January 2018. These courses will be used to allow students more scheduling flexibility and choices with regard to AP, dual enrollment and</p>				
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	capstone CTE course offerings.				
Education*	Advanced degrees are calculated into the salary schedule in addition to the experience increment increases. School System budget for 2017-2018 has not been approved yet. It includes a 2% salary increase for certified employees if approved by School Board and County Commission.				
Other					

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