

Confirmation for form 2017-18 Differentiated Pay Plan Submission

2017-18 Differentiated Pay Plan Submission

District Name: OBION COUNTY--660

Contact Information

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Role in District Office: Director of Schools

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Hard to Staff Schools, Subjects, and/or Grades

Is your district implementing a hard to staff component for the 2017-18 school year? No

Instructional Roles and Responsibilities

Is your district implementing instructional roles and/or responsibilities for the 2017-18 school year? Yes

How many unique instructional roles will be implemented for the 2017-18 school year? 5 or more

Description of Instructional Roles and 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 specialists, 2-HS Literacy Specialists, 2-HS 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. These

individuals will work with school site educational assistants, educators, and administrators to provide materials, resources and assistance aimed at improving student achievement. 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 capstone CTE course offerings.

Describe the eligibility criteria for this component:

Level of Overall Effectiveness (LOE)
Certified in content/grade area

Provide any additional details about eligibility criteria:

The selection process will be competitive and include an interview phase as well as required submission of a written component which will be evaluated.

What is the amount of the compensation per role?

\$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

Estimate the number of teachers that will receive compensation for instructional roles in 2017-18:

40

Estimate total district cost of this component:

65000

Estimate the percentage of total salary expenditures that this component represents:

0.60

Performance

Is your district implementing a performance based bonus for the 2017-18 school year?

No

Alternative Salary Schedule

Is your district implementing an alternative salary schedule?

No

Other Information on 2017-18 Differentiated Pay Plan

Does your district provide additional compensation for National Board Certification?

No

Does your district provide additional compensation for school leaders (in addition to what they are paid to be an administrator)?

No

2017-18 Salary Schedule

Describe how educators are compensated for earning advanced degrees in your district::

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.

Implementation Update on 2016-17 Differentiated Pay Plan

Total number of certified teachers in the district in 2016-17:

288

Did your district pay out funds to educators for fulfilling a hard to staff component of your 2016-17 differentiated pay plan?

No

Implementation Update on 2016-17 Differentiated Pay Plan: Additional Roles/Responsibilities

Did your district pay out funds to educators for fulfilling additional roles and responsibilities as outlined in your 2016-17 differentiated pay plan?

Yes

How many teachers received the award in 2016-17?

28

What is the amount the individual educators received per role?

Data Coach, RTI Director, Technology Coordinator-\$20,000
Site Technology Specialists-\$1,400 paid out to 4 educators (5600)
Teacher/Leader (Literacy, Math, RTI)-\$2,500 paid to 4 educators (10000)
Website Mgr.-\$1200 paid out to 7 educators (8400)
Prospective Administrators-\$8000 total payout distributed based on # of PD sessions attended

Actual total cost of component:

52000

Implementation Update on 2016-17 Differentiated Pay Plan: Performance

Did your district pay out funds (or plan to pay out funds) to educators based on performance criteria as outlined in your 2016-17 differentiated pay plan?

No

Other 2016-17 Implementation

Did your district pay out funds for National Board Certification?

No

Did your district pay out additional funds for school

No

leaders (in addition to the stipend paid to be an administrator)?