

2018-19 Differentiated Pay Plan Submission

On May 24, 2017, the State Board of Education passed the new Strategic Compensation Policy which provides greater clarity on the qualifications for differentiated pay plans. Each LEA shall report annually on the implementation of its differentiated pay plan. Implementation of differentiated pay requires that districts compensate eligible educators as outlined by the approved district plan for the year in which they are reporting. Creating a plan in which there are no eligible educators to meet the criteria will not be considered for approval. When determining funding scenarios, districts should examine all applicable federal, state, and local funding received to determine what sources will fund the differentiated pay plan.

Each differentiated pay plan submitted to the department shall include compensation for educators based on at minimum one (1) of the following criteria:

- High needs subject areas and schools, sometimes referred to as hard to staff
- Instructional roles and/or responsibilities
- Performance

Each district should submit their plans by **June 30**. Submission includes:

- 2018-19 Differentiated Pay Plan
- Implementation Update on 2017-18 Differentiated Pay Plan (based on payouts to teachers during the 2017-18 school year)
- 2018-19 Salary Schedule (upload in excel format)

The following items are optional, but do not meet the above differentiated pay criteria:

- Responsibilities that support student organizations or extracurricular activities
- Attendance bonuses
- National board certification

- School and district administrator compensation

Submission Tips and Guidelines:

- 1. You may advance through the application without completing all required fields on a page.*
- 2. You may use the "Save and Resume Later" function to save your work and come back later. However, any file uploads will not be saved.*
- 3. All required fields must be completed in order to submit the application.*

The deadline for submission is Saturday, June 30.

District Name*

OBION COUNTY--660

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Contact Information

Please provide your contact information in the event that we need to follow up with any questions.

Name*

Nancy Hamilton/ Dale Hollowell

Role in District Office*

Director of Schools

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CORE Region*

Northwest

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Hard to Staff Schools, Subjects, and/or Grades

- High needs schools are defined as schools with significant populations of historically disadvantaged students (low income, special education, racial/ethnic subgroups), schools with significant populations of Below Basic/Basic (or Below/Approaching) students, schools with low teacher retention rates or high teacher turnover, and schools with equity gaps/effective teaching gaps.
- High needs subject areas are defined as content or grade levels that districts struggle to recruit and retain effective educators for positions. Metrics to determine this could include any positions not filled by July 1, shifting effective teachers to priority areas, etc.
- The Every Student Succeeds Act (ESSA) outlines the necessity for providing a well-rounded education which means high needs subject areas are **NOT** limited to reading or math, but could include fine arts, special education, foreign language, career/technical educators, etc.

Is your district implementing a hard to staff component for the 2018-19 school year?*

No

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Instructional Roles and Responsibilities

Instructional roles and/or responsibilities are defined as duties assigned to educators that allow them to build leadership capacity and increase effective educator practice across schools and the district. Roles should support increasing educator effectiveness at the grade, school, or district level.

NOTE: Districts may provide additional compensation for other responsibilities that support student organizations or extracurricular activities, attendance bonuses, or national board certification. However, these opportunities will **NOT** be considered in determining whether the minimum differentiated pay guidelines have been met.

Is your district implementing instructional roles and/or responsibilities for the 2018-19 school year?*

Yes

How many unique instructional roles will be implemented for the 2018-19 school year?*

5 or more

For example, a district implementing six Teacher Coach positions and two Content Lead positions would be implementing (2) unique instructional roles.

Description of Instructional Roles and Responsibilities*



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

Describe how the district will utilize instructional roles and responsibilities in the district to build capacity. Please format your response as "Instructional Role: Descriptions and responsibilities for role". For example, "Teacher Coach: Facilitate professional development and review best instructional practices".

Describe the eligibility criteria for the Instructional Roles and Responsibilities component:*

- ☒ Level of Overall Effectiveness (LOE)
- ☐ Individual TVAAS
- ☒ Certified in content/grade area
- ☐ Attendance minimum (i.e. miss no more than 12 days)
- ☐ Years of experience
- ☐ Advanced degrees
- ☐ None

Provide any additional details about eligibility criteria for the Instructional Roles and Responsibilities component:*

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.

Indicate N/A if there is no additional information.

What is the amount of the compensation per instructional role?*

\$20,000 plus benefits (totaling \$23,622) for the data coach/RTI director/technology coordinator; \$2500 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

Please include amount per role, formatted as "Role (# of roles) x Compensation Amount". For example, "Teacher Coach (6) x \$1000".

Estimate the number of teachers that will receive compensation for instructional roles in 2018-19:*



24

This refers to the number of positions to be filled.

Estimate total district cost of the Instructional Roles and Responsibilities component: *

\$

76655.00

Budgeted amount for this component.

Estimate the percentage of total salary expenditures that the Instructional Roles and Responsibilities component represents: *

0.60

Excluding benefits/fringe.

What data was used in making the decision to include an additional roles component?

Enrollment is down; we are attempting to showcase our stuc

Examples of data might include distribution of student scoring in core content areas, goals listed in district strategic plan not being achieved through traditional teacher roles, etc.

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Performance

Performance components differentiate pay based on educator effectiveness data or accountability data (for use at school/district level). Districts can provide stipends/bonuses or base pay increases.

If your district is providing performance based bonuses, please continue to complete this section.

Base pay increases determined by an educator's level of overall effectiveness (LOE) qualify as an alternative salary schedule and are subject to approval by the board.

If your district has an alternative salary schedule, this information will be collected in the next section.

Is your district implementing a performance based bonus for the 2018-19 school year?*

No

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Alternative Salary Schedule

An alternative salary schedule uses some other component, often performance criteria, in addition to or in lieu of education and experience to determine base pay.

Base pay increases determined by an educator's level of overall effectiveness (LOE) qualify as an alternative salary schedule and are subject to approval by the board.

Is your district implementing an alternative salary schedule?*

No

An alternative salary schedule uses some other component, often performance criteria, in addition to or in lieu of education and experience to determine base pay.

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Other Information on 2018-19 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

This may include performance bonuses, awards, or other performance contracts.

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2018-19 Salary Schedule

If you save and resume later, the attachment will not save and you will have to re-upload your 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 2018-2019 has not been approved yet. The proposed budget does not include salary increases for certified employees.

2018-19 Salary Schedule (excel format only)

File uploads may not work on some mobile devices.

Please make sure your salary schedule is labeled 2018-19 salary schedule (even if no additional funds have been added to the salary schedule).

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Implementation Update on 2017-18 Differentiated Pay Plan

Per the Strategic Compensation policy (State Board of Education Policy 5.600), each LEA shall report annually on the implementation of its differentiated pay plan.

Total number of certified teachers in the district in 2017-18*

285

Did your district pay out funds to educators for fulfilling a hard to staff component of your 2017-18 differentiated pay plan?*

No

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Implementation Update on 2017-18 Differentiated Pay Plan: Additional Roles/Responsibilities

Did your district pay out funds to educators for fulfilling additional roles and responsibilities as outlined in your 2017-18 differentiated pay plan?*

Yes

How many teachers received the Additional Roles and Responsibilities award in 2017-18?*

20

What is the amount the individual educators received per additional role in 2017-18?*

data coach/RTI director/technology coordinator--\$20,000
site technology specialists--\$12,500
Teacher/Leader--\$2,500
website managers--\$1,200

Please include amount per role, formatted as "Role (# of roles) x Compensation Amount". For example, "Teacher Coach (6) x \$1000".

Actual total cost of the Additional Roles and Responsibilities component:*

\$

58400.00

Total paid out to all teachers

When did you pay out for the Additional Roles and Responsibilities component?*

December/June

Please report in the format of "Month Year". For example, "May 2017".



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Implementation Update on 2017-18 Differentiated Pay Plan: Performance

Implementation updates for performance awards based on 2017-18 data are due **November 30, 2018**.

Did your district pay out funds (or plan to pay out funds) to educators based on performance criteria as outlined in your 2017-18 differentiated pay plan?*

No

If you are planning to make performance payouts using 2017-18 data, then you will submit this information by November 30, 2018.

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Other 2017-18 Implementation

Did your district pay out funds for National Board Certification (NBC)?*

No

Did your district pay out additional funds for school leaders (in addition to the stipend paid to be an administrator)?*

No

This may include performance bonuses, awards, or other performance contracts.

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2018-19 Differentiated Pay Plan Feedback

What type of feedback would be most helpful in improving your 2018-19 Differentiated Pay Plan?

We would appreciate more specific guidelines and perhaps a list of best practices from other school districts on the use of differentiated pay.

What questions do you have for the Educator Talent and Compensation Team about your differentiated pay plan?

None

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Submit!

