

Obion County 2015-16 Differentiated Pay Plan

I. Description of Differentiated Elements (Required Section)*

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include at least one of the elements listed below in the left-hand column, in addition to education and experience. As a reminder, education and experience do not qualify as a type of differentiated pay. They are collected in the table below for contextual information.

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan. See the Supplemental documents tab on the [website](#) to view a sample table that contains an example of each type of differentiated element.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	<i>The School System currently has a plan (2007) to reimburse tuition costs for educators who are pursuing an added endorsement in one of the seven hard-to-staff subject areas. (See attached plan)</i>	<i>Compensation will be tuition reimbursement based on degree of mastery in course. Details are in the attached plan.</i>	<i>Any educator seeking additional endorsement(s) in one of the identified seven subject areas. Based on historical data, no more than 1-2 teachers per year.</i>	<i>No educators involved at the present time.</i>	<i>n/a</i>
Performance	<i>All educators will be eligible to receive perfect attendance bonuses each nine-week period. Perfect attendance is defined as "at work each day school is in session unless</i>	<i>Bonuses will be awarded following each 9-week grading period. Each award for perfect attendance will be \$50, Allowing any employee with overall</i>	<i>All educators are eligible for this bonus. Conservative estimations based on local and national teacher attendance data</i>	<i>At 100% achievement the total would be \$69,242 based on the 300 certified educators</i>	<i>Less than 1%</i>

	<p><i>attending school related conferences and/or events. The use of personal days will not be considered as absent from work for this benefit.</i></p>	<p><i>perfect attendance for the entire year to earn \$200.</i></p>	<p><i>would fall in the 75% to 80% range.</i></p>	<p><i>employed. Any funds not awarded to individual educators will be set aside as school site instructional awards and presented to the top 3 school sites in terms of overall educator attendance rate at year's end with the top school receiving 50% of the remaining funds, the second place site receiving 30% of the funds and the third place site receiving 20% of the remaining funds..</i></p>	
<p>Additional Instructional Roles or Responsibilities</p>	<p><i>Ten (10) \$1200 stipends will be awarded to system employees for student, school and system promotion of activities and accomplishments, and to maintain/update the school's or system's website in a timely manner.</i></p> <p><i>Fourteen (14) \$1500 site stipends (two per school) will</i></p>	<p><i>The compensation will be given as a stipend for additional duties.</i></p>	<p><i>A total of twenty-seven (26) employees of the system can receive this stipend. All stipends will be awarded.</i></p>	<p><i>The district will pay out \$50,200 for these additional duties.</i></p>	<p><i>Less than 1%</i></p>

	<p><i>be awarded to provide enhanced educational opportunities/resources for students and teachers by compensating educators for working during their planning time and/or before/after the school day. Specific duties will include Tier 2 and 3 RTI intervention, teacher leader/mentor, and RTI/intervention material coordinator.</i></p> <p><i>Three (2) system-wide data coach supplements of \$5,000 will be awarded to provide competent individuals to review student, school and system data and identify improvement areas and provide training to teachers in strategies/approaches to increase student achievement individually and collectively.</i></p>				
Education	<p><i>The system will continue to provide enhanced compensation for advanced degrees (MS, MS+30, EdS, and Doctorate)</i></p>	<p><i>See attached salary schedule</i></p>	<p><i>All teachers are eligible. Currently 10 educators hold an EdS degree, 36 hold a MS+30, and 104 possess a Masters degree.</i></p>	<p><i>The cost to the system is approximately \$780,000.</i></p>	<p><i>Approximately 8% of salary expenditures.</i></p>
Experience	<p><i>The system provides step increases based on experience up to 20 years of experience.</i></p>	<p><i>See attached salary schedule.</i></p>	<p><i>All educators are eligible.</i></p>	<p><i>The average step increase is approximately \$550 resulting in an overall cost of approximately</i></p>	<p><i>Approximately 1.5% of salary expenditures.</i></p>

				<i>\$143,000 per year.</i>	
Other					

¹ As listed in the estimated cost column from your 2014-15 plan

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COMPENSATION FOR HARD-TO-STAFF POSITIONS

Obion County Schools recognize the importance of continuing education for employees and are supportive of employee efforts to seek further training, qualifications, and certifications through participation in coursework at institutions of higher education and testing programs administered by the Educational Testing Services. The Board of Education shall reimburse college tuition, based on the then current rate of tuition of the nearest Tennessee Board of Regents College or University, when such coursework is undertaken to receive an advanced degree and/or an additional endorsement in one or more of the seven identified hard-to-staff positions/subject areas. A review of staffing vacancies over the last five years reveals that the following positions/subject areas are hard to staff:

- 1) English as a Second Language
- 2) Math
- 3) Physics
- 4) Chemistry
- 5) Biology
- 6) Special Education
- 7) Foreign Language

Funds will be allocated during the school year over the three semesters during which coursework must be completed: fall, spring, and summer. The amount of funding may vary from year to year. For the fall semester, the deadline for application will be August 1; for the spring semester, the deadline will be November 15; and for the summer semester, the deadline will be May 1. For coursework, the amount will be determined by the funds available and the number of applicants.

To qualify for tuition reimbursement, the following stipulations shall apply:

- 1) The teacher must be currently tenured with the Obion County School System.
- 2) The teacher shall complete the application form and shall present a plan for coursework that will lead to the agreed upon advanced degree and/or additional endorsement, including a date of completion.
- 3) The percentage of reimbursement will be based on the grade received following successful completion of the course. Reimbursement is paid as follows:

Grade	Reimbursement
A	100%

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B	75%
C	50%
Below C	0%

- 4) The advanced degree and/or new endorsement shall be received within three years of the coursework's start date. If the advanced degree and/or new endorsement is not received within three years, the employee shall be liable to the Board of Education for the full amount of tuition reimbursed.
- 5) After obtaining the advanced degree and/or new endorsement, the teacher shall transfer to a vacant teaching position in that subject area. If the teacher refuses to transfer, the teacher shall be liable to the Board of Education for the full amount of tuition reimbursed.
- 6) If a teacher who participates in this initiative decides to leave the system after obtaining an advanced degree and/or additional endorsement, within the time specified below, funds shall be reimbursed to the system according to the following schedule:

After Obtaining Advanced Degree and/or Additional Endorsement, If Teacher Serves:	Percentage Owed to the Board of Education:
Less than 1 Year	100%
More than 1 Year, but Less than 2 Years	80%
More than 2 Years, but Less than 3 Years	60%
More than 3 Years, but Less than 4 Years	40%
More than 4 Years, but Less than 5 Years	20%
More than 5 Years	0%