

# OBION COUNTY

## 2023-24 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

### Hard to Staff (School, Subject, or Placement)

N/A

### Instructional Roles or Responsibilities

**Description** Obion County Schools will implement a teacher mentor program for the 2023-24 school year. Teachers with less than 3 years of teaching experience will be paired with veteran teacher to serve as a mentor. Mentors are selected by building administrators based on Level of effectiveness, TVAAS scores, content/grade level and a minimum of 5 years of teaching experience. Mentors will meet with new teachers a minimum of two times per month throughout the school year to discuss lesson planning, classroom management, etc. Each school in Obion County will have a designated RTI coordinator. The RTI coordinator will lead PLC's that will ensure data driven decisions are being made in RTI services provided for students. RTI Coordinators are selected based on LOE, TVAAS data, content/grade level, and advanced degrees.

**Number of Unique Roles:** 2

**Eligibility Criteria** Level of overall effectiveness (LOE)  
Individual TVAAS  
Certified in content/grade area  
Advanced degrees

**Compensation Type and Size** \$1,000 per mentor role  
\$2,000 per RTI Coordinator

**Reach** 37

**Estimated Cost** \$50,362

### Performance

N/A

### Alternative Salary Schedule

**Is the district implementing an alternative salary schedule?** No

### Education\*

Each certified employee has to notify the Director of Schools by the June 1st if degree advancement (MA, MA+30SEM., EDS, DOC) will be achieved for the following school year. Degrees must be completed and all transcripts and paperwork must be submitted to and approved by the Tennessee Department of Education prior to August 1st, to be included in the salary calculations for the staff member's contract. Degrees completed between August 1st and December 31st will not be included in a staff member's salary until the second semester of the school year. Degrees completed after December 31st, will not be recognized until the next school year.

Other

