

Obion County Schools

2021-22 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 is implementing school leadership teams through the Balanced Leadership model. Each school will utilize a team of teachers to implement a shared leadership model. Building administration selects their teams based on various factors, including Level of Effectiveness, TVAAS Growth scores, grade/content area, and/or degree level relative to being certified as a school administrator. These teams work with building-level administration in setting goals, making decisions, providing professional development, and carrying out the school's improvement plan. Additionally, members of the leadership teams receive training on the Balanced Leadership Framework. Number of Unique Roles: 5 or more
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Advanced degrees; Building administrators have the flexibility either to keep teams in place or rotate team members each year but always make those decisions utilizing the aforementioned elements.
Compensation Type and Size	\$800
Reach	50
Estimated Cost	\$48,360

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

N/A

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