

AMENDMENT #2 Differentiated Pay Plan

Background

Pursuant to Section 6 of Public Chapter 376 of 2007, Tenn. Code Ann. §49-3-306 was amended to mandate that LEAs develop a differentiated pay plan to be implemented prior to the beginning of the 2008 – 2009 school year. Tenn. Code Ann. §49-3-306 provides, in pertinent part, "...an LEA shall develop, adopt and implement a differentiated pay plan under guidelines established by the state board of education and in compliance with §49-5-611 to aid in staffing hard to staff subject areas and schools and in hiring and retaining highly qualified teachers."

The State Board of Education was responsible for establishing guidelines to fulfill the requirements of Public Chapter 376. The guidelines set forth provided that all LEAs should move through three (3) stages in the decision making process before submitting such plans to the Tennessee Department of Education for approval.

- a) Adhere to a shared set of overarching principles
- b) Determine LEA's specific needs
- c) Customize a local solution based on the identified area(s) of need

Differentiated Pay Plan

In accordance with Tenn. Code Ann. §49-5-611, the Obion County Education Association and the Obion County Board of Education Collaboration Team met to fulfill requirements set forth in state statute and State Board of Education Rules and Regulations. Subject to Board of Education and Tennessee Department of Education approval, the Parties agree as follows:

The Parties 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 Service (ETS). 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 (1) or more of the seven (7) identified hard to staff positions/subject areas. A review of staffing vacancies over the past five (5) 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 may 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 amount of funds available for that semester and the number of applicants.

To qualify for tuition reimbursement, the following stipulation 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 course. Reimbursement is paid as follows:

Grade	Reimbursement
A	100%
B	75%
C	50%
Below C	0%

- 4) The advanced degree and/or new endorsement shall be received within three (3) years of the coursework start date. If the advanced degree and/or new endorsement is not received within three (3) 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 transfer, the teacher shall be liable to the Board of Education for the full amount of tuition reimbursed.
- 6) It is agreed between the Parties, for consideration as herewithin described, that 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 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%

7) On an annual basis, the Parties may consider additional subject areas based on school system needs.

Agreement:

Bennett Kirk, OCEA Chief Negotiator

Nancy Hamilton, Board Chief Negotiator

Date

Date

2007-2010

Obion County Schools
Differentiated Pay Tuition Reimbursement Form

Complete application and return to Central Office by the date stipulated in guidelines for the semester in which you are applying.

Employee Name: _____

Date: _____

Current Position: _____

School: _____

Semester for which you are applying for assistance:

_____ Fall _____ Spring _____ Summer

Indicate category of personnel for which you are applying:

- _____ 1. Advanced Degree in an agreed upon subject area
(list subject area _____)

- _____ 2. Additional Endorsement in an agreed upon subject area
(list subject area _____)

If you are seeking assistance for coursework, please provide the following information:

Institution where work will be completed: _____

Specific courses and credit hours of each: _____

Approximate tuition cost as per agreement: _____

I have read and understand the guidelines for the Obion County Board of Education Differentiated Pay Tuition Reimbursement Program. I understand that I will be reimbursed for the approved costs at the end of the semester upon completion of my coursework in accordance with the reimbursement schedule. I will provide the System with a transcript to verify coursework and grades and a receipt of tuition paid. I further understand the work requirement as detailed in the guidelines.

Employee Signature

Date

Central Office Use Only	
Date application received:	_____
Received by:	_____
Assistance amount approved: (reimbursement if for coursework)	_____
Signature of Supervisor:	_____
Date:	_____
Signature of Finance Director:	_____
Date:	_____
Signature of Director of Schools:	_____
Date:	_____

TO BE COMPLETED UPON RECEIPT OF TRANSCRIPT	
Receipt received	_____
Transcript coursework credit and grades verified	_____
By:	_____
Reimbursement completed (Verify with Linda Carney)	_____
Date:	_____