

Tennessee School for the Deaf 2019-20 Differentiated Pay Plan

Hard-to-Staff	<input checked="" 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)	
Description	Teachers must be endorsed in core subject area or CTE program of study as well as be endorsed in deaf education. Priority Areas: K-4 (Other), 5-8 (Other), 9-12 (Other)
Eligibility Criteria	Hard-to-Staff based on teachers needed in core subject area and CTE programs of study with the endorsement in deaf education. New hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$2,000
Reach	4
Estimated Cost	\$8,000
Instructional Roles or Responsibilities	
Description	Teacher Leaders - Work outside school hours to focus on English and ASL language arts. Number of Unique Roles: 1
Eligibility Criteria	Certified in content/grade area
Compensation Type and Size	Teachers must work up to 75 hours for a 3% increase or more than 75 hours for a 5% increase outside school hours.
Reach	15
Estimated Cost	\$15,000
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Educators are compensated for advanced degrees. Advanced degrees include: Master's, Master's+30, Ed.S, and Ph.D.	
Other	
\$1,000 bonus per year for National Board Certified teachers. \$1,000 for 50 hours outside of school hours for school leaders.	

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