

West Tennessee School for the Deaf 2021-22 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	A one-time signing bonus for the hard-to-staff priority areas below. Priority Areas: K-4 (Math, Science, Reading/ELA, Special Education), 5-8 (Math, Science, Reading/ELA, Special Education)
Eligibility Criteria	Certified in content/grade area; This award will be available to new teachers hired before September 1, 2021 for the 2021-2022 school year.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: Qualifying teachers will receive \$2,000 each as a signing bonus.
Reach	6
Estimated Cost	\$12,000

Instructional Roles or Responsibilities	
Description	<ul style="list-style-type: none"> Communication and Media Support to improve school wide communications including social media posts, writing short articles and photos for school website, and develop/publish school newsletters. Daily Communication Coordinator to collect all daily announcements, special events, reminders, lunch menu, WTSD Promise, Pledge of Allegiance, daily weather, etc. and disseminate the information to all staff via power-point each school day. Preschool Licensing Program Coordinator to update the preschool licensing documentation to meet the current regulations set forth by the State of Tennessee. This will include updating written procedures, documenting required professional development hours for staff, working with the school nurse to confirm that all immunizations are current, communicating with parents and obtaining required parent documents, etc.

Number of Unique Roles: 3	
Eligibility Criteria	N/A
Compensation Type and Size	\$1,000/semester to equal \$2,000/role each year.
Reach	3
Estimated Cost	\$6,000

Performance	
N/A	

Alternative Salary Schedule	
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Is the district implementing an alternative salary schedule? No

Education*	
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Based on the steps in the salary schedule

Other	
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N/A

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