



**2015-16 Tennessee School for the Deaf Differentiated Pay Plan**

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	<i>This will be based on positions that are both deaf education and subject area licensed.</i>	<i>This will be a onetime bonus awarded to new hires who are dually certified. Qualifying teachers will receive a \$2,000 bonus.</i>	<i>Approximately five teachers each year will be eligible for this compensation.</i>	<i>\$10,000 per year</i>	<i>Less than 1%</i>
Performance					
Additional Instructional Roles or Responsibilities	<i>Leadership positions within the school will receive a based pay increase.</i>	<p><i>Principal, Dean of Students, Director of CERC will receive a \$10,000 pay increase.</i></p> <p><i>Assistant Principals will receive a \$7,000 pay increase.</i></p> <p><i>Instructional coaches will receive a \$3,000 pay increase.</i></p>	<p><i>Three administrators are eligible for this increase.</i></p> <p><i>Four administrators are eligible for this increase.</i></p> <p><i>Eight Instructional coaches are eligible for this increase.</i></p>	<p><i>\$30,000 per year</i></p> <p><i>\$28,000 per year</i></p> <p><i>\$24,000 per year</i></p>	<p><i>Less than 1%</i></p> <p><i>Less than 1%</i></p>
Education					
Experience					
Other					