

West TN School for the Deaf 2018-19 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)

N/A

Instructional Roles or Responsibilities

Description

- **Preschool Licensing Program Coordinator:** Assume the responsibility of updating the Preschool Licensing Notebook 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.
- **Daily Communications Coordinator:** The coordinator will be responsible for setting up a system of daily announcements. After doing so, he/she will also update the announcements and information daily and distribute them to all staff each evening prior to the following school day.

Number of Unique Roles: 2

Eligibility Criteria

- **Preschool Licensing Program Coordinator**
 - Ability to effectively consult, communicate and collaborate with colleagues and administrators in a professional manner
 - Ability to meet designated deadlines
 - Ability to organize information and documentation in a manner that is easily understood.
- **Daily Communications Coordinator**
 - Technology skills
 - Ability to consult with stakeholders to obtain information for daily communication.

Compensation Type and Size \$1,500 per role

Reach 2

Estimated Cost \$3,000

Performance

Description One-time bonus to be awarded to teachers who earn an overall Level of Effectiveness (LOE) of 5 in TEAM for the 2018-19 school year.

Eligibility Criteria **Eligible Teachers:** Tested teachers, Non-tested teachers
Eligibility Criteria: Level of Overall Effectiveness (LOE)

Compensation Type and Size \$1,000

Reach	4
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Estimated Cost	\$4,000
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Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Compensation steps are built into the salary schedule for advanced degrees. Advanced degrees include: BS+10 sem., BS+20 sem., MA/MS, MA/MS+10 sem., MA/MS+20 sem., MA/MS+30 sem., EDS and PhD.

Other

N/A

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