

Tennessee 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)	
Description	A one time signing bonus for an an art teacher with preferred requirements for certification and experience in Deaf View Image Art (De'VIA) Priority Areas: 9-12 (Other)
Eligibility Criteria	Required certification (De'VIA experreince) New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$2,000 one time signing bonus
Reach	1
Estimated Cost	\$2,000
Instructional Roles or Responsibilities	
Description	Teacher leaders will be instrumental in the implementation of new initiatives while cultivating a sense of community and trust among teachers. Teacher Leaders will improve instruction through building capacity of teachers to provide rigorous and differentiated instruction to all students. Teacher Leaders serve as a resource for teachers and administration with the purpose of increasing student growth and achievement by cultivating an environment of collaboration. They will strengthen the foundation of instructional practices through meaningful professional development by being a catalyst for change giving all students access to effective instruction daily. Bilingual committee members will collect data, meet with teachers using the BiBi approach and begin the process to implement this approach at TSD. Number of Unique Roles: 3
Eligibility Criteria	None
Compensation Type and Size	\$5,000 per teacher for Teacher Leaders (2) \$3,000 per Bilingual Co-Chairs (2) \$1,500 per bilingual committee member (3)
Reach	7
Estimated Cost	\$20,500
Performance	
Description	This is a bonus awarded from the 2016 - 2017 school year to be paid in the 2018-2019 school year. The LOE scores from TNCompass will be used to determine pay for performance. The LOE scale score must be a 4.5 or higher with an LOE score of 5. We use the most recent year that has completed LOE scores for our teachers. 2017-2018 school year does not have LOE scores at the time of this submission.
Eligibility Criteria	Eligible Teachers: Tested teachers, Non-tested teachers Eligibility Criteria: Level of Overall Effectiveness (LOE)

Compensation Type and Size	\$1,000 per teacher
Reach	15
Estimated Cost	\$15,000

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

N/A

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