

West TN School for the Deaf 2019-20 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	<p>Daily Communication Coordinator- Assume the responsibility of collecting all daily announcements, birthdays, 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.</p> <p>Communication & Media Coordinator- Assume the responsibility of writing short articles and submitting them at least monthly along with photos for the school website. Also, write extended articles and submit them twice per year to be published in the school newsletter. Lastly, submitting events to be posted on the school website.</p> <p>Family Engagement Coordinator- Assume the responsibility of managing the logistics of family ASL classes each semester to include advertisement, registration, sign-in sheets, childcare and facility logistics.</p> <p>Number of Unique Roles: 3</p>
Eligibility Criteria	None
Compensation Type and Size	Daily Communication Coordinator- \$1500 Communication & Media Coordinator- \$1500 Family Engagement Coordinator- \$1000 per semester
Reach	3
Estimated Cost	\$5,000

Performance	
Description	<p>Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the West Tennessee School for the Deaf has elected to use 2018-19 performance data to pay out the 2019-20 bonus.</p> <p>One-time bonus - Bonus to be awarded to teachers who earn an overall Level of Effectiveness of 5 in TEAM for the 2019-20 school year.</p>
Eligibility Criteria	<p>Eligible Teachers: Tested teachers; Non-tested teachers</p> <p>Eligibility Criteria: Level of overall effectiveness (LOE)</p>
Compensation Type and Size	\$1,000
Reach	3
Estimated Cost	\$3,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

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

Other

N/A

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