

## West TN School for the Deaf 2020-21 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)	
<b>Description</b>	ASL Support Specialist that is hard to staff in this area <b>Priority Areas: K-4 (Special Education), 5-8 (Special Education)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area; Certified in the area of ASL New hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> \$1,000
<b>Reach</b>	1
<b>Estimated Cost</b>	\$1,000
Instructional Roles or Responsibilities	
<b>Description</b>	Communications & Media Coordinator- submit articles, pictures, and information for the website, publications and social media  Daily Communications Director- prepare daily announcement PowerPoint to be distributed each morning to all instructional staff <b>Number of Unique Roles:</b> 2
<b>Eligibility Criteria</b>	None
<b>Compensation Type and Size</b>	\$1,500
<b>Reach</b>	2
<b>Estimated Cost</b>	\$3,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
The salary schedule recognizes BS, BS+10 SEM., BS+20 SEM., MA/MS, MA/MS+10 SEM., MA/MS+20 SEM., MA/MS+ 30 SEM., EDS, and PHD degrees.	
Other	
N/A	

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