

## Tennessee School for the Deaf 2021-22 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>	This award will be a one-time signing bonus to new teachers to the district. <b>Priority Areas: K-4</b> (Math, Science, Reading/ELA, Fine Arts, Special Education), <b>5-8</b> (Math, Science, Reading/ELA, Fine Arts, Special Education), <b>9-12</b> (Math, Science, Reading/ELA, Fine Arts, Special Education)
<b>Eligibility Criteria</b>	Certified in content/grade area; Only 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> Qualifying teachers will receive \$2,000 each as a signing bonus.
<b>Reach</b>	9
<b>Estimated Cost</b>	\$18,000

Instructional Roles or Responsibilities	
<b>Description</b>	<ul style="list-style-type: none"> <li>Communication and Media Support to improve school wide communications including social media posts, writing short articles and photos for school website, and develop/publish school newsletters.</li> <li>Technology Support will be provided by one selected teacher meeting requirements. Qualified teacher will assist with on-site trouble shooting of technology systems, assist with identifying instructional software and assist staff in implementing school technology for teachers and students.</li> <li>Preschool Licensing Program Coordinator to update the preschool licensing documentation 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, etc.</li> </ul>
	<b>Number of Unique Roles:</b> 3
<b>Eligibility Criteria</b>	N/A
<b>Compensation Type and Size</b>	Preschool Licensing Program Coordinator (\$2,000), Communication and Media Support (\$2,000), Technology Support (\$1,250/semester = \$2,500)
<b>Reach</b>	5
<b>Estimated Cost</b>	\$10,500

Performance	
N/A	

Alternative Salary Schedule	
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**Is the district implementing an alternative salary schedule?** No

Education*	
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Based on the steps on the salary schedule.

Other	
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N/A

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