

## TN SCHOOL FOR THE DEAF

### 2023-24 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	<p>SIGN ON BONUS (\$2,000 per teacher new hire X 10 new hires = \$20,000)</p> <p>This bonus will be a one-time sign-on bonus to teacher new hires to the district.</p> <p>K-4 (Math, Science, Reading/ELA, Fine Arts, Special Education)            5-8 (Math, Science, Reading/ELA, Fine Arts, Special Education)            9-12 (Math, Science, Reading/ELA, Fine Arts, Special Education)</p> <p>PRAXIS (\$150 per test X 3 test X 15 teachers = \$6,750)</p> <p>New Hires will receive compensation for required Praxis and a passing score, no compensation for a failing score. Hard-to-Staff endorsements required by administration will receive compensation for required Praxis and a passing score. Compensation for a failing score is determined by the Chief Academic Officer.</p> <p><b>Priority Areas: K-4</b> (Math, Science, Reading/ELA, ESL/ELL, School Psychology, Fine Arts, Special Education), <b>5-8</b> (Math, Science, Reading/ELA, ESL/ELL, School Psychology, Fine Arts, Special Education) <b>9-12</b> (Math, Science, Reading/ELA, ESL/ELL, School Psychology, Fine Arts, Special Education)</p>
<b>Eligibility Criteria</b>	<p>Current teachers</p> <p>New hires</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment Retention</p> <p><b>Compensation Amount:</b> SIGN ON BONUS (\$2,000 per teacher new hire X 10 new hires = \$20,000)</p> <p>PRAXIS (\$150 per test X 3 test X 15 teachers = \$6,750 )</p>
<b>Reach</b>	10
<b>Estimated Cost</b>	\$20,000
Instructional Roles or Responsibilities	
N/A	
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
State Special School teachers are given the opportunity by the state to take 3.0 college credit hours per semester. This is provided so they may earn advanced degrees, an extra endorsement,	

or an additional degree.

**Other**