

Tennessee School for the Blind 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)	
Description	Teachers who are dual certified as a TVI and content areas of math, science, O&M, ESL and other identified areas that are difficult to fill will receive a \$3,000 supplement. Priority Areas: K-4 (ESL/ELL, Special Education), 5-8 (ESL/ELL, Special Education), 9-12 (Math, Science, ESL/ELL, Special Education)
Eligibility Criteria	Certified in content/grade area Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Base Pay Increase Compensation Amount: \$3,000.00
Reach	9
Estimated Cost	\$27,000

Instructional Roles or Responsibilities	
Description	<p>An instructional coach role has been in place the last three years. This is a teacher who takes on additional responsibilities such as modeling lessons, presenting best practices, leads book studies, and providing professional development.</p> <p>Teacher mentors support those new to TSB for their first two years with an optional third if necessary. They help novice and experienced teachers adapt to TSB, help plan lessons, assist in modifying materials, and model lessons when necessary.</p> <p>Teacher leadership team members assist administration in planning for schoolwide initiatives and serve a voice for the faculty.</p> <p>IEP Coordinator assists teachers in scheduling meetings and provides technical guidance and assistance.</p> <p>Transition Coordinator works with students, teachers, parents, and outside agencies on developing plans for students as they begin the process of exiting TSB.</p> <p>Admissions Coordinator assists families with the process of enrolling at TSB. They assist with paperwork and provide information to families and school districts. They also conduct student observations and are present at IEP meetings.</p> <p>Teacher Data Facilitators will assist the faculty in gathering, reporting, and using data from a variety of sources.</p> <p>Number of Unique Roles: 5 or more</p>

Eligibility Criteria	Certified in content/grade area; Years of experience; Advanced degrees; Willingness to support a positive school climate and culture while assisting others.
Compensation Type and Size	\$4000 for the instructional coach position. \$2500 for the mentor and teacher leaders. \$3000 for IEP, Transition, and Admissions coordinators. \$2000 for teacher data facilitators.
Reach	18
Estimated Cost	\$50,000

Performance

Description

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The salary schedule recognizes BS, MA/MS, MA/MS+30SEM., EDS, and DOC degrees.

Other

N/A

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