

Tennessee School for the Blind 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)	
Description	Teacher 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. Hard to fill content area positions such as math, science, and special education will receive a \$3,000 bonus their initial year of service. Priority Areas: K-4 (Special Education), 5-8 (Special Education, Math, Science), 9-12 (Special Education, Math, Science, Other)
Eligibility Criteria	Certified in content/grade area; Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment; Retention Compensation Amount: \$3,000
Reach	9
Estimated Cost	\$27,000

Instructional Roles or Responsibilities	
Description	<ul style="list-style-type: none"> Instructional Coaches: Provide instructional support to teachers on an as needed basis and develop regular, ongoing professional development to be delivered school wide. New Teacher Mentors: Provide support to both novice and new to TSB teachers through mentoring activities that include planning, assisting with creating accessible materials, and assistance in getting acclimated to TSB. Teacher Leadership Team: Represent the instructional staff and work collaboratively with the school's administration in developing policies, procedures, and priorities. Transition Coordinator: Works with students, teachers, parents, and outside agencies in developing plans for students as they begin the process of exiting TSB. Admissions Coordinator: Assists families with the process of enrolling at TSB. This includes facilitating the admissions committee, assisting with paperwork, and providing information to families. Teacher Data Facilitators: Assists the faculty and in administration in gathering, reporting, and using data from a variety of sources. Number of Unique Roles: 5 or more
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area; Years of experience; Advanced degrees
Compensation Type and Size	Instructional Coaches: \$3,000 Teacher Mentors and Leaders: \$2,500 Transition and Admissions: \$3,000 Data Facilitators: \$2,000
Reach	18
Estimated Cost	\$50,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Per the salary schedule, the district recognizes BS, MA/MS, MA/MS+30, EDS, and PHD.

Other

N/A

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