

TN SCHOOL FOR THE DEAF

2022-23 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	<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)</p> <p>5-8 (Math, Science, Reading/ELA, Fine Arts, Special Education)</p> <p>9-12 (Math, Science, Reading/ELA, Fine Arts, Special Education)</p> <p>MENTORING (\$1,500 per semester X 2 semesters X 10 teachers = \$45,000)</p> <p>Bonus will be paid to qualified, veteran teachers who have the knowledge and skills to effectively coach and support new hire teachers in the district. Mentors will follow monthly guides approved by the district to ensure that novice teachers are receiving appropriate support. This program will be required for all new teachers during their first three years in the district to build strong relationships, identify and address new teacher needs, deliver resources & coaching, and track new teacher progress.</p> <p>PRAXIS (\$150 per test X 3 test X 15 teachers = \$6,750)</p> <p>Teacher(s) are required to complete Praxis(s) exams for endorsements as requested by Tennessee School for the Deaf. These teachers were moved to hard-to-staff positions and were required to take a Praxis test(s) to get an endorsement in their subject area or new assignment.</p> <p>Priority Areas: K-4 (Special Education, Math, Science, ELA), 5-8 (Special Education, Math, Science, ELA) 9-12 (Special Education, Math, Science, ELA)</p>
Eligibility Criteria	<p>Level of overall effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>Years of experience</p> <p>Current teachers</p> <p>New hires</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention</p> <p>Compensation Amount: SIGN ON BONUS (\$2,000 per teacher new hire X 10 new hires = \$20,000)</p> <p>MENTORING (\$1,500 per semester X 2 semesters X 10 teachers = \$45,000)</p> <p>PRAXIS (\$150 per test X 3 test X 10 teachers = \$4,500)</p>

Reach	30
Estimated Cost	\$69,500
Instructional Roles or Responsibilities	
Description	<p>Technology Coach (\$1,500 per semester X 2 semesters X 1 teacher = \$3,000)</p> <p>The 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.</p> <p>Instructional Coach (\$1,500 per teacher X 4 weeks X 3 teachers = \$18,000)</p> <p>Instructional coaches will be asked to prepare and complete certain projects, curriculum goals, and instructional strategies during the summer months. Instructional coaches will be responsible for preparing material and resources for new hires and seasoned classroom.</p> <p>PK Compliance Monitor (\$1,500 per semester X 2 semesters X 3 teachers = \$9,000)</p> <p>PK 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.</p> <p>Summer Plan Team (\$100 per meetings X 8 meetings X 13 teachers = \$10,400)</p> <p>These teachers will serve on a team from each school do help develop the plans for their school as it relates to already approved district plan. The teachers will attend meetings to provide feedback around goals, strategies, objectives, and implementation of the school plan for the FY 23 school year. They are working to complete the school plan to be submitted by September 1.</p> <p>Communication & Media Support (\$1,000 per semester X 2 semesters X 1 teacher = \$2,000)</p> <p>This teacher will help to improve school wide communications including social media posts, writing short articles and photos for school website, and develop/publish school newsletters.</p> <p>Number of Unique Roles: 4</p>
Eligibility Criteria	<p>Certified in content/grade area</p> <p>Years of experience</p>
Compensation Type and Size	<p>Technology Coach (\$1,500 per semester X 2 semesters X 1 teacher = \$3,000)</p> <p>Instructional Coach (\$1,500 per teacher X 4 weeks X 3 teachers = \$18,000)</p> <p>PK Compliance Monitor (\$1,500 per semester X 2 semesters X 3 teachers = \$9,000)</p>

	Summer Plan Team (\$100 per meetings X 8 meetings X 13 teachers = \$10,400)
Reach	20
Estimated Cost	#37,700
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	