



WEST TENNESSEE SCHOOL FOR THE DEAF

2015-2016

DIFFERENTIATED PAY PLAN

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	<i>The district will offer a signing bonus to candidates who are hired that are dually certified in both deaf education and subject area licensed.</i>	<i>The award will be a one-time bonus of \$2000 awarded to qualifying new hires.</i>	<i>The award will be available to new teachers to the district. The district typically hires 2 positions per school year in the area defined.</i>	<i>\$4000 per year</i>	<i>Less than 1%.</i>
Additional Instructional Roles or Responsibilities	<i>The district will offer a base pay increase for leadership positions.</i>	<p><i>The principal will receive a \$10,000 base pay increase.</i></p> <p><i>The instructional supervisor will receive a \$7,000 base pay increase.</i></p>	<p><i>One administrator is eligible for this base pay increase.</i></p> <p><i>One administrator is eligible for this base pay increase.</i></p>	<p><i>\$10,000 per year</i></p> <p><i>\$7,000 per year</i></p>	<i>Less than 1%.</i>
Education	<i>Based on DOE proposed schedule.</i>				
Experience	<i>Based on DOE proposed schedule.</i>				