

# WEST 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>Additional degrees earned in our district will bump up in the teacher salary scale and will be compensated for any praxis tests taken to advance or support hard to staff areas to receive an endorsement.</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>Certified in content/grade area</p> <p>Years of experience</p> <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 5 new hires = \$10,000)</p> <p>MENTORING (\$1,500 per semester X 2 semesters X 4 teachers = \$12,000)</p> <p>PRAXIS (\$150 per test X 3 test X 8 teachers = \$3,600)</p>
<b>Reach</b>	5
<b>Estimated Cost</b>	\$10,000
<b>Instructional Roles or Responsibilities</b>	
N/A	

**Performance**

N/A

**Alternative Salary Schedule**

***Is the district implementing an alternative salary schedule?*** 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**