

Tulahoma City Schools

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	The recruitment and retention of speech-language therapists is a substantial challenge for a small, rural school district like Tullahoma. We have compelling and immediate needs but absent some mechanism to provide added payment, we can't recruit and retain. We plan to utilize the "hard to staff" component to assist us in the recruitment and retention of the special education professionals to serve students in each of our district schools. Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Special Education)
Eligibility Criteria	Advanced degrees Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Base Pay Increase Compensation Amount: \$5,000 per speech teacher
Reach	6
Estimated Cost	\$30,000
Instructional Roles or Responsibilities	
Description	1) Behavior Adjustment Specialist: An individual with specialized training in behavior adjustment and will serve in an itinerant capacity providing assistance to both special and regular education instructors and assistants. 2) Fine Arts Coordinator: In a desire of effectively articulating our K-12 fine arts program, we would like to supplement a teacher with pay for successful coordination of the overall fine arts program for the district. 3) Assessment Facilitator: In collaboration with our counseling suite, the educator is responsible for organizing, scheduling, ordering, and returning assessments to be used at Tullahoma High School. Number of Unique Roles: 3
Eligibility Criteria	Level of overall effectiveness (LOE)
Compensation Type and Size	\$5,000
Reach	3
Estimated Cost	\$15,000
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
The salary schedule recognizes advanced degrees, including MA, MS+30, EDS and Doctorate	
Other	

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