

## Tullahoma

### 2023-24 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)                          |   |
|--|---|
| <b>Description</b>   | A total of 17 positions have been identified as hard to staff. Six are SLP, seven are CDC teachers, two are school psychologists, and two are behavior modification teachers.<br><b>Priority Areas: K-4</b> (Fine Arts, Special Education), <b>5-8</b> (Fine Arts, Special Education), <b>9-12</b> (Fine Arts, Special Education) |
| <b>Eligibility Criteria</b>  | Level of overall effectiveness (LOE)<br>Certified in content/grade area<br>Current teachers<br>New hires  |
| <b>Compensation Type and Size</b>                                      | <b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment Retention<br><b>Compensation Amount:</b> \$5,000 Annually  |
| <b>Reach</b>   | 17  |
| <b>Estimated Cost</b>  | \$85,000  |
| Instructional Roles or Responsibilities                                |   |
| <b>Description</b>   | Fine Arts Coordinator and Behavior Specialists<br><b>Number of Unique Roles:</b> 2  |
| <b>Eligibility Criteria</b>  | Level of overall effectiveness (LOE)<br>Certified in content/grade area   |
| <b>Compensation Type and Size</b>                                      | \$5,000 Annually  |
| <b>Reach</b>   | 3   |
| <b>Estimated Cost</b>  | \$15,000  |
| Performance  |   |
| N/A  |   |
| Alternative Salary Schedule  |   |
| <i>Is the district implementing an alternative salary schedule?</i> No |   |
| Education*   |   |
| MA, MA+30, EdS, EdD  |   |
| Other  |   |