



2015-16 Tennessee School for the Blind 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)	<p><i>TSB will award supplements for hard-to-staff positions to include:</i></p> <ul style="list-style-type: none"> <i>Outreach teaching positions, which require dual licensing certification as a Teacher of the Visually Impaired (TVI) and Orientation & Mobility</i> <i>High school STEM content teachers with a TVI certification.</i> 	<p><i>Qualifying outreach staff will receive an annual bonus of \$3,000 while qualifying high school STEM teachers will receive an annual bonus of \$2,000.</i></p>	<p><i>If our outreach staff is fully staffed, then three teachers would qualify for the \$3,000 bonus. We currently only have one person in an outreach position receiving this compensation but plan to fill the vacant positions.</i></p> <p><i>Three STEM teachers will receive the \$2,000 bonus.</i></p>	<p><i>\$15,000</i></p>	<p><i>Less than 1%</i></p>
Performance					
Additional Instructional Roles or Responsibilities	<p><i>Leadership positions within the school will receive a base pay increase.</i></p>	<p><i>The Director of Instruction and Director of Residential Services will receive a \$10,000 pay increase.</i></p> <p><i>Two Assistant Directors of Instruction will receive a \$7,000 supplement.</i></p>	<p><i>Two administrators are eligible for this increase.</i></p> <p><i>Two administrators are eligible for this increase.</i></p>	<p><i>\$20,000</i></p> <p><i>\$14,000</i></p> <p><i>\$10,000</i></p>	<p><i>1%</i></p>

		<p><i>Two Outreach Directors will receive a \$5,000 supplement.</i></p> <p><i>The Pupil Service Coordinator will receive a \$5,000 supplement.</i></p> <p><i>The Transition Coordinator will receive a \$3,000 supplement.</i></p>	<p><i>Two administrators are eligible for this increase.</i></p> <p><i>One coordinator is eligible for this increase.</i></p> <p><i>One coordinator is eligible for this increase.</i></p>	<p>\$5,000</p> <p>\$3,000</p>	
Education					
Experience					
Other					