

Tennessee School for the Blind					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
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> 	<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>	<i>If our outreach department 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><i>\$9,000</i></p> <p><i>\$6,000</i></p>	<i>Less than 1%</i>

			<i>Three STEM teachers will receive the \$2,000 bonus.</i>		
Performance					
Additional Instructional Roles or Responsibilities	<i>Leadership positions within the school will receive a base pay increase.</i>	<i>The Director of Instruction and Director of Residential Services will receive a \$10,000 pay increase.</i> <i>Two Assistant Directors of Instruction will receive an \$8,000 supplement.</i> <i>Two Outreach Directors will receive a \$5,000 supplement.</i> <i>The IEP/Transition Coordinator will receive a \$5,000 supplement.</i>	<i>Two administrators are eligible for this increase.</i> <i>Two administrators are eligible for this increase.</i> <i>Two administrators are eligible for this increase.</i> <i>One coordinator is eligible for this increase.</i>	<i>\$20,000</i> <i>\$16,000</i> <i>\$10,000</i> <i>\$5,000</i>	<i>Less than 1%</i>
Education*					
Experience*					
Other					

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*