

TENNESSEE SCHOOL FOR THE DEAF					
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)	This will be based on positions that are both deaf education and subject area licensed.	This will be a onetime bonus awarded to new hires who are dually certified. Qualifying teachers will receive a \$2,000 bonus for the 2016-2017 school year.	Approximately five teachers each year will be eligible for this compensation.	\$10,000 per year	Less than 1%
Performance	Teachers who scored a five (5) overall for the 2014-2015 school year will receive \$3,000	This is a onetime bonus awarded from the 2014-2015 school year to be paid in the 2016-2017 school year	Twelve (12) teachers are eligible for this compensation	\$36,000 this year	Less than 1%
Additional Instructional Roles or Responsibilities	Leadership positions within the school will receive a based pay increase	Director of Instruction Director of CERC Director of Student Living will receive \$25,000 pay increase	Three (3) Administrators eligible for this increase	\$75,000 per year	Less than 1%

		Assistant Principals will receive a \$20,000 pay increase	Four (4) Administrators eligible for this increase	\$80,000 per year	Less than 1%
		Director of Federal Programs will receive a \$15,000 pay increase	One (1) Administrator eligible for this increase	\$15,000 per year	Less than 1%
		Teacher TEAM Evaluators will receive a \$3,000 pay increase	Two (2) TEAM Teacher Evaluators are eligible for this increase	\$6,000 per year	Less than 1%
		Teacher Leaders will receive a onetime \$3,000 pay increase for the 2016-2017 school year	Four (4) Teacher Leaders are eligible for this increase	\$12,000 per year	Less than 1%
Education*	Based on DOE proposed schedule				
Experience*	Based on DOE proposed schedule				
Other					

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