

## Tennessee School for the Blind 2018-19 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>	\$3,000 added to contract. <b>Priority Areas: K-4</b> (Special Education), <b>5-8</b> (Special Education), <b>9-12</b> (Special Education)
<b>Eligibility Criteria</b>	Certified in content/grade area Stipends are given to dual certified teachers that have the visually impaired endorsement along with O&M, Math, or Science. Current teachers & New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Base Pay Increase <b>Compensation Amount:</b> \$3,000
<b>Reach</b>	9
<b>Estimated Cost</b>	\$27,000
Instructional Roles or Responsibilities	
<b>Description</b>	<b>Instructional coach:</b> works with teachers schoolwide on instructional strategies along with planning professional development. <b>Teacher mentors:</b> teacher with at least three years of teaching at TSB supporting through regular interaction and coaching novice teachers (less than 3 years). <b>Teacher leaders:</b> classroom teachers serving on the schools continuous school improvement team. <b>IEP coordinator:</b> teacher identified to work with special education case managers on the development and improvements of student IEP's along with the facilitation of meetings. <b>Transition coordinator:</b> teacher identified to lead the process and provide guidance in developing transition plans for special education students. <b>Admissions coordinator:</b> teacher identified to work with the school's administration in leading the admission's process for new students. <b>School-wide data facilitator:</b> teacher identified to work with the school's administration on developing efficient means to collect, store, and utilize student data along with facilitating regular data team meetings. <b>Faculty testing coordinator:</b> teacher identified to assist with the administration of all local and statewide assessments including logistical planning, staff training, and test security.
	<b>Number of Unique Roles:</b> 5 or more
<b>Eligibility Criteria</b>	Years of experience Application process for each position. Mentors are required to have 3 or more years teaching at TSB. Prior leadership is considered.
<b>Compensation Type and</b>	Instructional coach: \$5,000

<b>Size</b>	All other roles: \$3,000
<b>Reach</b>	19
<b>Estimated Cost</b>	\$59,000

#### Performance

N/A

#### Alternative Salary Schedule

***Is the district implementing an alternative salary schedule?*** No

#### Education\*

They receive compensation through the salary schedule for advanced degrees. Degrees include BS, MA/MS, MA/MS+30, EDS, and PHD.

#### Other

N/A

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