

Tullahoma City Schools

2019-20 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)	
Description	<p>The recruitment and retention of speech-language therapists is a substantial challenge for a small, rural, school districts like Tullahoma. We, like others, have compelling and immediate needs but absent some mechanism to provide added payment, we simply can't recruit and retain. We plan to utilize the "hard-to-staff" component to assist us in the recruitment and retention of the special education professionals to serve students in each of our district schools.</p> <p>Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Special Education)</p>
Eligibility Criteria	<p>Certified in content/grade area; Advanced degrees</p> <p>All full-time Speech pathologists employed by Tullahoma City Schools with active licensure and "C's." Current teachers and new hires are eligible.</p>
Compensation Type and Size	<p>Compensation Type: Base Pay Increase</p> <p>Compensation Amount: \$5,000 per speech teacher</p>
Reach	6
Estimated Cost	\$30,000

Instructional Roles or Responsibilities	
Description	<p>1. Behavior Adjustment Specialist: An individual with specialized training in behavior adjustment and will serve in an itinerant capacity providing assistance to both special and regular education instructors and assistants.</p> <p>2. Fine Arts Coach: In a desire of effectively articulating our K-12 fine arts program, we would like to supplement a teacher with pay for successful coordination of the overall fine arts program for our district.</p> <p>3. Assessment Facilitator: In collaboration with our counseling suite, the educator is responsible for organizing, scheduling, ordering and returning assessments to be used at Tullahoma High School.</p> <p>Number of Unique Roles: 3</p>
Eligibility Criteria	Certified in content/grade area
Compensation Type and Size	<p>Fine Arts (1) x \$5,000</p> <p>Behavior specialist (1) x \$5,000</p> <p>Assessment facilitator (1) x \$5,000</p>
Reach	3
Estimated Cost	\$15,000

Performance	
N/A	

Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	

Tullahoma employees are awarded additional compensation based upon earning and documenting MS, MS+30, Eds, and doctorate.

N/A

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