

Tennessee School for the Blind

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>TSB will award supplements for hard-to-staff positions to include:</p> <ul style="list-style-type: none"> • Outreach teaching, w/ Dual Certification in TVI and O & M. • High school STEM content teachers with a TVI certification • ESL • Other hard-to-fill content areas as needed <p>Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Math, Science, Special Education)</p>
Eligibility Criteria	<p>Certified in content/grade area; Advanced degrees</p> <p>Current teachers and new hires are eligible.</p>
Compensation Type and Size	<p>Compensation Type: Base Pay Increase</p> <p>Compensation Amount: 3000.00</p>
Reach	9
Estimated Cost	\$27,000
Instructional Roles or Responsibilities	
Description	<ul style="list-style-type: none"> • Instructional Coach: Provide instructional support to teachers across all areas through coaching and professional development. • Teacher Mentors: Serve as instructional mentors to teachers with three or less years of experience or less than one year experience in the school. • Teacher Leaders: Serve on the teacher leadership team. • IEP Coordinator: Provide direction and oversight with the development of IEPs school-wide. • Transition Coordinator: Provide guidance and oversight to all students who require a transition component to their IEPs. • Admissions Coordinator: Provide guidance and leadership with new student admissions by providing leadership of the admissions committee. • School Wide Data Facilitator: Provide leadership of the coordination of student data.
	Number of Unique Roles: 5 or more
Eligibility Criteria	<p>Years of experience; Advanced degrees; Leadership experience and/or potential; Familiarity with school policies and procedures</p> <p>Most positions are by application and interview.</p>
Compensation Type and Size	<p>Instructional Coach will receive \$5,000</p> <p>Teacher Mentors will receive \$3,000</p> <p>Teacher Leaders will receive \$3,000</p> <p>IEP Coordinator will receive \$3,000</p> <p>Transition Coordinator will receive \$3,000</p> <p>Admissions Coordinator will receive \$3,000</p>

School Wide Data Facilitator will receive \$3,000

Reach 17

Estimated Cost \$53,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Advanced degrees are noted as salary lanes within the schedule: BA, 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.*