

## Alcoa City Schools

### 2021-22 Differentiated Pay Plan

Hard-to-Staff	<input 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)	
N/A	
Instructional Roles or Responsibilities	
Description	Teacher Coach: Facilitate professional development and review best instruction practices; provide non-punitive feedback from classroom observations to new and underperforming teachers <b>Number of Unique Roles: 1</b>
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days); Years of experience; Advanced degrees Teachers must be a Level 5 LOE for at least 2 years with a minimum of 15 years experience and degrees above a Masters.
Compensation Type and Size	Teacher Coach (1) x \$5,000 Teacher Coach (1) x \$1,500
Reach	2
Estimated Cost	\$6,500
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
The district salary schedule recognizes the following advanced degrees: BS/BA; MS/MA; EdS; PhD/EDD.	
Other	
N/A	

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